



Registered Apprenticeship Standards

For Programs with Collective Bargaining Agreements

- ☐ National Program Standards ☒ National Guidelines for Apprenticeship Standards
☐ Local Apprenticeship Standards

***Electrical Joint Apprenticeship and Training Committees Representing the
National Electrical Contractors Association, Inc., and the International
Brotherhood of Electrical Workers***

Occupation: All Occupations Listed in These Standards

O*NET-SOC Codes: *See Appendix A* RAPIDS Codes: *See Appendix A*

Developed in Cooperation with the U.S. Department of Labor
Office of Apprenticeship

Approved by the
U.S. Department of Labor
Office of Apprenticeship

Registered By: _____

Signature: _____

Title: _____

Office of Apprenticeship _____

Date: _____

Certification Number: C-2024-16

☒ Check here if these are revised Standards



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SECTION I - STANDARDS OF APPRENTICESHIP 29 CFR § 29.5

A. Responsibilities of the sponsor: Electrical Joint Apprenticeship and Training Committees must conduct, operate, and administer this program in accordance with all applicable provisions of Title 29 Code of Federal Regulations (CFR) part 29, subpart A and part 30, and all relevant guidance issued by the Office of Apprenticeship (OA). The sponsor must fully comply with the requirements and responsibilities listed below and with the requirements outlined in the document "Requirements for Apprenticeship Sponsors Reference Guide."

Sponsors shall:

- Ensure adequate and safe equipment and facilities for training and supervision and provide safety training for apprentices on-the-job and in related instruction.
- Ensure there are qualified training personnel and adequate supervision on the job.
- Ensure that all apprentices are under written apprenticeship agreements incorporating, directly or by reference, these Standards and the document "Requirements for Apprenticeship Sponsors," and that meets the requirements of 29 CFR § 29.7. Sponsors may utilize Form ETA 671 for this purpose and is available upon logging into RAPIDS.
- Register all apprenticeship Standards with the U.S. Department of Labor, including local variations, if applicable.
- Submit apprenticeship agreements within 45 days of enrollment of apprentices.
- Arrange for periodic evaluation of apprentices' progress in skills and technical knowledge and maintain appropriate progress records.
- Notify the U.S. Department of Labor within 45 days of all suspensions for any reason, reinstatements, extensions, transfers, completions and cancellations with explanation of causes. Notification may be made in RAPIDS or using the contact information in Section K.
- Make a good faith effort to obtain approval for educational assistance for a veteran or other individual eligible under chapters 30 through 36 of title 38, United States Code, and will not deny the application of a qualified candidate who is a veteran or other individual eligible for educational assistance described in the above for the purpose of avoiding making a good faith effort to obtain approval.
- Provide each apprentice with a copy of these Standards, Requirements for Apprenticeship Sponsors Reference Guide, Appendix A, and any applicable written rules and policies, and require apprentices to sign an acknowledgment of their receipt. If the sponsor alters these Standards or any Appendices to reflect changes it has made to the apprenticeship program, the sponsor will obtain



approval of all modifications from the Registration Agency, then provide apprentices a copy of the updated Standards and Appendices and obtain another acknowledgment of their receipt from each apprentice.

- Adhere to Federal, State, and Local Law Requirements -- The Office of Apprenticeship's registration of the apprenticeship program described in these Standards of Apprenticeship on either a nationwide basis (under the National Program Standards of Apprenticeship) or within a particular State, and the registration of individual apprentices under the same program, does not exempt the program sponsor, and/or any employer(s) participating in the program, and/or the individual apprentices registered under the program from abiding by any applicable Federal, State, and local laws or regulations relevant to the occupation covered by these Standards, including those pertaining to occupational licensing requirements and minimum wage and hour requirements.

The program's Standards of Apprenticeship must also conform in all respects with any such applicable Federal, State, and local laws and regulations. Any failure by the program to satisfy this requirement may result in the initiation of deregistration proceedings for reasonable cause by the Office of Apprenticeship under 29 CFR § 29.8.

B. Minimum Qualifications - 29 CFR §29.5(b)(10)

An apprentice must be at least 18 years of age, except where a higher age is required by law, and must be employed to learn an apprenticeable occupation. Please include any additional qualification requirements as appropriate (optional):

☒ There is an educational requirement of (i) a high school diploma, or (ii) a Certificate of High School Equivalency or GED, or (iii) a two-year Associate Degree (or its equivalent) or higher. (If equivalent education was obtained outside of the United States, the applicant will be required to provide appropriate documentation); and (i) completion of one full year of high school algebra (or its equivalent) with a passing grade, or (ii) completion of one semester of post high school algebra (e.g., Adult Education, Continuing Education, Community College, etc.) with a passing grade; or (iii) completion of the electrical training ALLIANCE online Tech Math Course.

☒ There is a physical requirement of climb and work from ladders, scaffolds, poles, and towers of various heights, push, pull, crawl, crouch, and work in confined spaces such as attics, manholes, and crawlspaces, lift 25–50-pound objects on a fairly consistent schedule, and use various hand and power-assisted tools to install conduit, wiring, fixtures, devices, and electrical apparatus within commercial, industrial, and residential buildings.

☒ The following aptitude test will be administered the electrical training ALLIANCE's Aptitude Test validated by the American Institute for Research. Applicants who do not qualify for Direct Interview or Direct Entry must have a minimum score of 3 to qualify and be eligible for interview (Recommended passing score is "4"). Applicants who qualify for Direct Interview or Direct Entry, and who are subsequently registered in the program, will be required to take the Aptitude Test, either before or after registration, to assist in placement and identify areas where they may require additional support.

☒ A valid driver's license is required.

☒ Other Except as provided for those eligible for Direct Interview (if applicable) or Direct Entry, each applicant must meet the following minimum qualifications as well as those listed above and will be required to provide evidence satisfactory to the JATC at the time indicated in the Selection Procedures.

Each applicant must be able to work legally in the United States and provide a valid social



security number. The JATC will not seek to verify authorization to work in the U.S. since that is the responsibility of the Employers during on-the-job training, but if the JATC learns that an applicant is not eligible to work and will not be eligible at the time of registration, the JATC may terminate the application.

Each applicant must be capable of completing all requirements of the apprenticeship program and performing the work required of an electrical worker, with or without reasonable accommodations, including being able and willing to: Safely perform or learn to safely perform the essential functions of the job; Get to and from work at job sites anywhere within the geographical jurisdiction of this Apprenticeship Program. Attend and successfully pass all related instruction; Understand and follow all JATC Rules and Policies; Read, hear, speak, and understand instructions and warnings in English.

(List all other requirements)

C. Apprenticeship Approach and Term - 29 CFR § 29.5(b)(2)

The apprenticeship program(s) will select an apprenticeship training approach. The approach is notated in Appendix A, APPRENTICESHIP APPROACH.

D. Work Process Schedule and Related Instruction Outline - 29 CFR § 29.5(b)(4)

Every apprentice is required to participate in related instruction in technical subjects related to the occupation. Apprentices ☐ will ☒ will not (*choose one*) be paid for hours spent attending related instruction classes. The Work Process Schedule and Related Instruction Outline are outlined in Appendix A.

E. Credit for Previous Experience - 29 CFR § 29.5(b)(12)

Apprentice applicants seeking credit for previous experience gained outside the apprenticeship program must furnish such transcripts, records, affidavits, etc. that may be appropriate to substantiate the claim. Electrical Joint Apprenticeship and Training Committees will evaluate the request for credit and make a determination during the apprentice's probationary period.

Additional requirements for an apprentice to receive credit for previous experience (optional): are in Appendix A, CREDIT FOR ON-THE-JOB SKILL ACQUISITION AND PREVIOUS RELATED TRAINING

F. Probationary Period – 29 CFR § 29.5(b)(8) and (20)

Every applicant selected for apprenticeship will serve a probationary period, which may not exceed 25 percent of the length of the program, or 1 year whichever is shorter. The probationary period is notated in Appendix A, PROBATIONARY PERIOD.

G. Ratio of Apprentices to Journeyworkers - 29 CFR § 29.5(b)(7)

Every apprenticeship program is required to provide an apprenticeship ratio of apprentices to journeyworkers for adequate supervision. The ratio is notated in Appendix A, RATIO OF APPRENTICES TO JOURNEYWORKERS.

H. Apprentice Wage Schedule - 29 CFR § 29.5(b)(5)

Apprentices must be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate. The progressive wage schedule is notated in Appendix A, APPRENTICE WAGE SCHEDULE.

I. Equal Employment Opportunity and Affirmative Action

1. Equal Opportunity Pledge - 29 CFR §§ 29.5(b)(21) and 30.3(c)(1)

Electrical Joint Apprenticeship and Training Committees will not



discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy, gender identity, and sexual orientation), sexual orientation, genetic information, or because they are an individual with a disability or a person 40-years old or older.

Electrical Joint Apprenticeship and Training Committees will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

[Optional] The equal opportunity pledge applies to the following additional protected bases (as applicable per the sponsor's state or locality):

2. Affirmative Action Program - 29 CFR §§ 29.5(b)(21), 30.4-30.9

Electrical Joint Apprenticeship and Training Committees acknowledges that it will adopt an affirmative action plan in accordance with Title 29 CFR §§ 30.4-30.9 (required for sponsors with five or more registered apprentices by two years from the date of the sponsor's registration or by two years from the date of registration of the program's fifth (5th) apprentice). Information and technical assistance materials relating to the creation and maintenance of an affirmative action plan will be made available on the Office of Apprenticeship's website.

3. Selection Procedures - 29 CFR §30.10

Every sponsor will adopt selection procedures for their apprenticeship programs, consistent with the requirements set forth in 29 CFR § 30.10(b). The selection procedures for each occupation for which the sponsor intends to train apprentices are notated in Appendix A, SELECTION PROCEDURES.

J. Complaint Procedures - 29 CFR §§ 29.5(b)(22), 29.7(k), 29.12, and 29 CFR § 30.14

If an applicant or an apprentice believes an issue exists that adversely affects the apprentice's participation in the apprenticeship program or violates the provisions of the apprenticeship agreement or Standards, the applicant or apprentice may seek relief. Nothing in these complaint procedures precludes an apprentice from pursuing any other remedy authorized under another Federal, State, or local law. Below are the methods by which apprentices may send a complaint:

For all issues covered by a Collective Bargaining Agreement (CBA), apprentices must seek resolution through the applicable procedures contained in the CBA. (if applicable, see *Requirements for Apprenticeship Sponsors Reference Guide*)

- 1. Complaints regarding discrimination.** Complaints must contain the complainant's name, address, telephone number, and signature, the identity of the respondent, and a short description of the actions believed to be discriminatory, including the time and place. Generally, a complaint must be filed within **300** days of the alleged discrimination. Complaints of discrimination should be directed to the following contact:

***U.S. Department of Labor, Office of Apprenticeship
200 Constitution Ave. NW, Washington, DC, 20210
Telephone Number: (202) 693-2796
Email: Address: ApprenticeshipEEOcomplaints@dol.gov
Point of Contact: Director, Division of Standards and Quality
Attn: Apprenticeship EEO Complaints***



You may also be able to file complaints directly with the EEOC, or State fair employment practices agency.

- 2. Other General Complaints.** The sponsor will hear and attempt to resolve the matter locally if written notification from the apprentice is received within 15 days of the alleged violation(s). The sponsor will make such rulings as it deems necessary in each individual case within 30 days of receiving the written notification: *(To be completed by Sponsor)*

Name: Gabriel Flores
 Address: 4000 Caven Road Austin, Texas 78744
 Telephone Number: 512-389-3024
 Email Address: Gabe.Flores@austineta.org

Any complaint described that cannot be resolved by the program sponsor to the satisfaction of all parties may be submitted to the Registration Agency provided below in Section K.

K. Registration Agency General Contact Information 29 CFR § 29.5(b)(17)

The Registration Agency is the United States Department of Labor's Office of Apprenticeship. General inquiries, notifications and requests for technical assistance may be submitted to the Registration Agency using the contact information below: *(To be completed by the Registration Agency)*

Name: Julian Oviedo
 Address: 611 East Houston Street, RM 311 San Antonio Texas 78205
 Telephone Number: 210-308-4594
 Email Address: Oviedo.Julian@dol.gov

L. Reciprocity of Apprenticeship Programs 29 CFR § 29.13(b)(7)

States must accord reciprocal approval for Federal purposes to apprentices, apprenticeship programs and standards that are registered in other States by the Office of Apprenticeship or a Registration Agency if such reciprocity is requested by the apprenticeship program sponsor.

Program sponsors seeking reciprocal approval must meet the wage and hour provisions and apprentice ratio standards of the reciprocal State.

SECTION II - APPENDICES AND ATTACHMENTS

- ☒ **Appendix A** – Work Process Schedule, Related Instruction Outline, Apprentice Wage Schedule, Ratio of Apprentices to Journeyworkers, Type of Occupation, Term of Apprenticeship, Selection Procedures, and Probationary Period
- ☒ **Appendix B** – ETA 671 - Apprenticeship Agreement and Application for Certification of Completion of Apprenticeship *(To be completed after registration)*
- ☒ **Appendix C** – Affirmative Action Plan *(Required within two years of registration unless otherwise exempt per 29 CFR §30.4(d))*
- ☒ **Appendix D** – Employer Acceptance Agreement *(For programs with multiple-employers only)*
- ☒ **Appendix E** – Administration of the Apprenticeship and Training Program
- ☒ **Appendix F** – EEO Policies and Procedures
- ☒ **Appendix G** – Supplemental Definitions



SECTION III - VETERANS' EDUCATIONAL ASSISTANCE AS MANDATED BY PUBLIC LAW 116-134 (134 STAT. 276)

Pursuant to section 2(b)(1) of the Support for Veterans in Effective Apprenticeships Act of 2019 (Pub. L. 116-134, 134 Stat. 276), by signing these program Standards the program sponsor official whose name is subscribed below assures and acknowledges to the U.S. Department of Labor's Office of Apprenticeship the following regarding certain G.I. Bill and other VA-administered educational assistance referenced below (and described in greater detail at the VA's website at: <https://www.va.gov/education/eligibility>) for which current apprentices and/or apprenticeship program candidates may be eligible:

- (1) The program sponsor is aware of the availability of educational assistance for a veteran or other eligible individual under chapters 30 through 36 of title 38, United States Code, for use in connection with a registered apprenticeship program;
- (2) The program sponsor will make a good faith effort to obtain approval for educational assistance described in paragraph (1) above for, at a minimum, each program location that employs or recruits an veteran or other eligible individual for educational assistance under chapters 30 through 36 of title 38, United States Code; and
- (3) The program sponsor will not deny the application of a qualified candidate who is a veteran or other individual eligible for educational assistance described in paragraph (1) above for the purpose of avoiding making a good faith effort to obtain approval as described in paragraph (2) above.

NOTE: The aforementioned requirements of Public Law 116-134 shall apply to "any program applying to become a registered apprenticeship program on or after the date that is 180 days after the date of enactment of this Act" (i.e., September 22, 2020). Accordingly, apprenticeship programs that were registered by a Registration Agency before September 22, 2020, are not subject to these requirements.



SECTION IV PART 1 – COLLECTIVE BARGAINING PROVISIONS

The employer or employer association must furnish to any union that is a collective bargaining agent of the employees to be trained a copy its application for registration and of these Standards, including all attachments.

The **National Electrical Contractors Association (NECA) and International Brotherhood of Electrical Workers (IBEW)** hereby adopt these Standards of apprenticeship on this _____ day of May 2024.

Signature of Management (designee)

David Long, CEO, NECA

Signature of Labor (designee)

Kenneth W. Cooper, President, IBEW

SECTION IV PART 2 – SIGNATURES

OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS

The undersigned sponsor hereby subscribes to the provisions of the foregoing Apprenticeship Standards formulated and registered by **Electrical Joint Apprenticeship and Training Committees**, on this 24th day of October

The signatories acknowledge that they have read and understand the document titled "Requirements for Apprenticeship Sponsors Reference Guide" and that the provisions of that document are incorporated into this agreement by reference unless otherwise noted.

DocuSigned by:

803912548936472

Signature of Sponsor (designee)

Ben Brenneman

Printed Name

DocuSigned by:

338E4B38015E4AD...

Signature of Sponsor (designee)

Alan Bryan

Printed Name



SECTION V - DISCLOSURE AGREEMENT—FOR NATIONAL PROGRAM STANDARDS AND LOCAL STANDARDS ONLY (Optional)

OA routinely makes public *general information* relating to Registered Apprenticeship programs. General information includes the name and contact information of the sponsor, the location of the program, and the occupation(s) offered. **OA routinely publicly releases the contents of applications for National Guidelines for Apprenticeship Standards.**

In addition, sponsors submitting National Program Standards or Local Standards have the option of allowing OA to share publicly the contents of a sponsor's application for registration to assist in building a high-quality National Apprenticeship System. This may include a copy of the Standards, Appendix A, and Appendix D (as applicable), but not completed versions of ETA Form 671 or Appendix C "Affirmative Action Plan" because those documents are submitted after a sponsor's application is approved and the program is registered. **Please note that OA will consider a sponsor's application as releasable to the public unless the sponsor requests non-disclosure by signing below.**

I, _____ (*Sponsor Representative*), acting on behalf of _____ (*Sponsor*) request that OA not publicly disclose this application, other than general information about the program, as described above as it is considered confidential commercial information and steps are taken to preserve it. Further, I understand that if OA receives a request for this application pursuant to 5 U.S.C. 552, we may be contacted to support OA's withholding of the information, including in litigation, if necessary. I understand that my request that OA not publicly disclose this application will remain in effect, including with respect to subsequent amendments to this application, unless and until I notify OA otherwise.

Signature

Date

Printed Name



Appendix A

WORK PROCESS SCHEDULE

AND

RELATED INSTRUCTION OUTLINE



Appendix A

WORK PROCESS SCHEDULE

ELECTRICIAN (Alternate Title : Interior Electrician)

O*NET-SOC CODE: 47-2111.00 RAPIDS CODE: 0159

This schedule is attached to and a part of these Standards for the above identified occupation.

1. APPRENTICESHIP APPROACH

☒ Time-based ☐ Competency-based ☐ Hybrid

2. TERM OF APPRENTICESHIP

The term of the apprenticeship is with an OJL attainment of 8000 *hours*, supplemented by the minimum required 720 hours of related instruction. The JATC shall require each apprentice to satisfactorily complete the *electrical training ALLIANCE* assigned Inside Wireman Apprenticeship Course Material.

3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The numeric ratio of apprentices to Journeyworkers, consistent with proper supervision, training, safety, and continuity of employment, shall be as specified in CBAs applicable to these Standards and must be expressed numerically. The ratio for the Austin Joint Electrical Apprenticeship and Training Committee as per the CBA is 1 Apprentice to 1 Journeyworker.

4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is: \$35.00.

Period	Percent of JW Rate	Minimum Accumulative OJT Hours	+	Related Training
1	50	0	+	N/A
2	55	1000	+	Satisfactory Progress
3	60	2000	+	180 hours Related Instruction
4	65	3500	+	360 hours Related Instruction
5	70	5000	+	540 hours Related Instruction
6	75	6500	+	Satisfactory Progress
Completion	100	8000	+	720 hours Related Instruction Completed

5. PROBATIONARY PERIOD

Completion of these minimum hours and satisfactory performance in related classroom training during such time shall constitute the probationary period (25% of length of program or one year whichever is shorter). During the probationary period, the JATC shall make a thorough review of the apprentice's ability and development. Prior to the end of the probationary period, the JATC will decide whether to end the probation, extend the probation or cancel the Apprenticeship Agreement. If the Registration Agency



requires, the Registration Agency shall be notified of cancellations or extensions. During the probationary period, the JATC may extend the probation up to the maximum, or cancel the apprenticeship agreement, without the formality of a hearing and at the discretion of the JATC, so long as the JATC is acting in a non-discriminatory manner. Apprentices whose agreements are cancelled during the probationary period have no appeal rights other than those provided in the EEO/AA Plan.

6. SELECTION PROCEDURES

Please see page A-9.



Appendix A
WORK PROCESS SCHEDULE
ELECTRICIAN (Alternate Title : Interior Electrician)
O*NET-SOC CODE: 47-2111.00 RAPIDS CODE: 0159

In order to provide for the development of the necessary occupational skills in the various work processes, the JATC shall attempt to provide the apprentice with OJT in the following categories, as job training assignments permit. These estimates are not minimum requirements for proficiency. Some job assignments may relate to more than one work process.

The below approximate hours are for illustration only and are not an industry recommendation.

Electrician (Alternate Title: Interior Electrician), Inside Wiremen	
Job Description: Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems.	
RAPIDS Code: 0159	O*NET Code: 47-2111.00
Estimated Program Length: 8000 Hours	
Apprenticeship Type: ☐ Competency-Based ☒ Time-Based ☐ Hybrid	

Project Layout & Planning	Approximate Hours
Reading and Interpreting blueprints and specifications; Coordination between crafts, engineers, and architects; Layout feeders, risers, and branch circuits	500
Underground Installations	Approximate Hours
Trenching and ditch digging; Direct burial; Installing PVC/Rigid conduit; Installing grounding electrode systems	300
Thinwall Conduit Raceway Systems	Approximate Hours
Fastening and supporting devices; Conduit fabrication; Installation of conduit, fittings, and boxes	1160
Rigid Conduit Raceway Systems	Approximate Hours
A Fastening and supporting devices; Bender setup; Conduit fabrication; Installation of conduit, fittings, and boxes	800
Installing Services, Switchboards, and Panels	Approximate Hours
Mounting devices; Breaker installation; Terminations	500
Floor Duct Installation	Approximate Hours
Transit/grade establishment; Installing duct and fittings; Core drilling and outlet installation	10



Motor Control Center Installation	Approximate Hours
Rigging and mounting; Terminating feeders, branch circuits, and control wiring	200
Installing, Splicing, & Terminating Wires and Cables	Approximate Hours
Establishing temporary power; Feeders and branch circuits; Control wiring; Splices, taps, and terminations	1200
Cable Tray Installation	Approximate Hours
Fabrication; Installing support devices; Installing cable tray and covers	150
Lighting System Installation	Approximate Hours
Installing outlet boxes and conductors; Installing fixtures; Control devices	1200
Testing and Troubleshooting Feeders, Motors, and Branch Circuits	Approximate Hours
Checking circuit continuity; Identifying fault current to ground; Meggering and Hi Potting; Certifying system operations; Repair and maintenance; Ground verification	100
Fire Alarm Installation	Approximate Hours
Blueprint and specification interpretation; Layout and circuit installation; Control panel and device installation; Programming and testing	100
Motor Installation	Approximate Hours
Rigging and setting; Alignment; Circuiting and Terminations; Testing	400
Control System Installation	Approximate Hours
Blueprint and specification interpretation; Layout and circuit installation; Distributed control	200
Installing and Programming Programmable Logic Controllers	Approximate Hours
Module installation; Control wiring and devices; Programming	100
Installing Instrumentation and Process Control Systems	Approximate Hours
Blueprint and specification interpretation; Layout and installation; Calibration	250
Security System Installation	Approximate Hours
Blueprint and specification interpretation; Layout; Box and circuit installation; Termination; Testing	50
Installing Sound and Communication Systems	Approximate Hours
Blueprint and specification interpretation; Layout; Conduit and box installation; Installing panels and network; Circuit installation; Terminations and testing	50



Installing and Terminating Transformers	Approximate Hours
Rigging and mounting; Primary and secondary terminations; Testing and troubleshooting	200
Installing Fiber Optic Cable	Approximate Hours
Equipment layout; Installing cable; Polishing and terminating; Testing and verifying	10
Alternative Energy Sources (Solar, Wind, Fuel Cell, etc.)	Approximate Hours
Blueprint and specification interpreting; Layout and installation; Testing, verifying, and troubleshooting	10
Welding and Brazing	Approximate Hours
Machine setup; Fabrication; Welding, grinding and finishing.	10
Service and Troubleshooting	Approximate Hours
Testing and analysis and repair of motors, transformers, electrical devices, electronic devices, magnetic devices, lighting and power circuits, equipment and machinery, control circuits and devices	100
Material Handling and Pre-Fabrication	Approximate Hours
Material/equipment awareness; Fabrication for field installation	200
Safety Awareness and Other Specialized Areas	Approximate Hours
	200
APPROXIMATE HOURS	8000



Appendix A

RELATED INSTRUCTION OUTLINE

ELECTRICIAN (Alternate Title : Interior Electrician)

O*NET-SOC CODE: 47-2111.00 RAPIDS CODE: 0159

Each apprentice shall be required to participate in non-compensable related instruction away from the job as specified below.

Topics to be studied (completed) as part of the required electrical training ALLIANCE curriculum shall include, but not be limited to those listed below. The order of presentation may change from time to time:

Provider	
Name: Austin Electrical JATC	
Address: 4000 Caven Road, Austin, TX 78744	
Email: info@austinetatx.org	Phone Number: 512-389-3024
Related Instruction Hours: 720	

Course Title	Contact Hours
FIRST SESSION Codes and Standards Electrical Theory Industry Orientation Installation Applications Jobsite Skills and Practices Safety Awareness	180 Hours Core
SECOND SESSION Codes and Standards Construction Documentation Electrical Equipment Electrical Theory Industry Orientation Installation Applications Safety Awareness	180 Hours Core
THIRD SESSION Codes and Standards Construction Documentation Construction Leadership Electrical Systems	180 Hours Core



Electrical Theory Safe Material and Equipment Handling Safety Awareness	
FOURTH SESSION Codes and Standards Construction Documentation Electrical Control Systems Electrical Systems Electrical Equipment Safety Awareness	72 Hours Core
ADVANCED TOPICS Advanced Codes and Standards Advanced Construction Documentation Advanced Construction Leadership Advanced Distributed Generation Advanced Communications Systems Advanced Control Systems Advanced Electrical Equipment Advanced Electrical Systems Advanced Limited Energy Systems Advanced Safety Awareness Advanced Theory	108 Hours Advanced
Total Minimum Hours	720



SELECTION PROCEDURES

The JATC has adopted the following Selection Procedures for its Apprenticeship Program. These procedures shall be uniformly maintained and consistently applied to all individuals interested in the Apprenticeship Program.

A. Application Availability

The JATC accepts applications in the time and manner indicated below.

The JATC will make applications available online, year-round 24/7.

The JATC will notify the Registration Agency and other appropriate parties (including recognized outreach and affirmative action groups), as indicated in the JATC's EEO/AA Plan, informing them of its year-round application procedure – including the nature of apprenticeship, requirements for admission to apprenticeship, availability of apprenticeship opportunities, how to access apprenticeship applications, and the JATC's EEO/AA policies.

B. Interview Timing

The JATC has discretion to determine how often interviews will be conducted, and this may change during the year based upon industry needs. If a fixed interview schedule is established (e.g., monthly, quarterly, or semi-annually), the JATC will notify the Registration Agency of the dates as part of its semi-annual notice. If the JATC decides to interview on an as needed basis, the Registration agency will be notified of the scheduled interviews a minimum of thirty (30) days prior to the first interview date. Interviews shall be conducted in accordance with the notification supplied to the Registration Agency.

The JATC will interview on the following basis.

☐ Monthly ☐ Quarterly ☐ Semi-Annually ☐ Annually ☒ As Needed

C. General Rules Concerning Applications and Record Keeping

1. The JATC will use the Application and any related forms approved by the *electrical training ALLIANCE*.
2. Application forms will be issued and accepted electronically, or in accordance with the procedure adopted by the JATC indicated in Application Availability Section.
3. Everyone expressing an interest in making application with the JATC will be provided access to and/or issued an application form during the application period. The application must be designed so no one will be denied a right to apply, even if there is a question about their ability to meet minimum qualifications.
4. The JATC shall provide reasonable accommodations during the application process to individuals with disabilities who request them. The JATC's procedures for requests for accommodation are contained in its Rules and Policies.
5. An Application Record will be maintained by the JATC to show the status of each applicant.
6. No member of the JATC, or any employee of the JATC, shall reveal or discuss any information pertaining to any applicant except during the applicable meetings of the JATC or to members of the JATC staff involved in the application process.
7. All application forms and all related information and documents pertaining to applicants, including all correspondence sent to applicants by mail or electronically, are the property of the JATC and shall be considered confidential proprietary information. Records shall be maintained as required by the Registration Agency and by law.



D. Qualifications for Applicants

The various methods under which an applicant may qualify for entry into the ranked pool, Direct Interview or Direct Entry are detailed in the Standards. These must be summarized in the Notice of Apprenticeship Opportunity.

E. Application Process

1. Application.

- a. A written description of the basic requirements shall be included in the Notice of Apprenticeship Opportunity, must be posted *electronically* and must be available at the JATC office.
- b. The JATC shall collect and maintain information on individuals requesting access to applications. The JATC may establish procedures to follow-up with those expressing interest as part of its recruitment efforts.
- c. The applicant will be provided electronic access or in paper format to an application and the voluntary self-identification forms. Applicants must submit the application; resumes or similar documents will not be accepted in lieu of the application.
- d. As each application is received, the JATC shall ensure that it receives a unique serial number for that applicant. The applicant's name, date of the application, and serial number of the application will then be included in the Application Record.

2. Information to be Provided to and Received from Applicants.

The following information must be provided to each applicant either online or within a reasonable time of not more than ten (10) days after the Application is received. If permitted by the Registration Agency, this information may be provided in paper or electronic formats, and transmitted to applicants in person, mail, by electronic means and/or by a link to the JATC's website or another online site.

- a. A list of the Basic Qualifications required to enter the pool of eligible applicants (see Standards).
- b. A copy of the Standards (including Appendix A), and the JATC's Rules and Policies.
- c. Specific information pertaining to the apprenticeship program, noting the geographical area of the jurisdiction, the periods of apprenticeship and the wages provided for each period. The applicant's attention will also be called to the work processes in the Standards and the apprentice's obligations and requirements to participate in, and complete, related instruction. The JATC may, but is not required to, highlight any other key requirements from the JATC's Rules and Policies.
- d. A list of things the applicant must do, and items they must provide, in order to qualify for an interview with the JATC. This document will inform the applicant if they are required to take the Aptitude Test to qualify for the interview, and that qualified applicants are interviewed in the order in which they complete their application by provide all required documents and transcripts.
- e. A list of information they may have to provide as part of the application process, and post-selection requirements that they will have to meet if they are selected from the list or through Direct Entry and are given a conditional offer, as provided in the Standards. This information will be available for review when getting access to an application, and again when invited to the interview [*if applicable*].
- f. Applicants will be informed that they have 30 days to provide all transcripts, and any other documentation required by the JATC for their application to be complete.



- g. Applicants will be informed of optional information that they are permitted to provide and information that the JATC will or may obtain and use. This list will be available for review when getting access to an application, and again when invited to the interview.
- h. If the applicant indicates on the application a prior felony conviction, the JATC may choose to request that additional information be provided prior to the interview or may choose to wait until after a conditional offer is made.

F. Processing Applications.

As applicant information is received, the JATC will record dates and other pertinent information in the Application Record. When all information and documentation is complete, the date of receipt of the last required information will be recorded in the Application Record in the completion column.

If an applicant fails to provide all required documentation by the cut-off date, the column indicated "Application Not Completed" will be checked in the Application Record.

G. Testing and Interview Process

1. Aptitude Test

The JATC will schedule all qualified applicants (other than those entitled to Direct Interview or Direct Entry) for a properly validated aptitude test required by the JATC and approved by the *electrical training ALLIANCE*, with a passing score as a minimum qualification, and to be eligible for interview. The applicant will be notified in writing as to the time, place, and date they are to complete the aptitude test. The applicant's aptitude test results will be entered into the Application Record. Aptitude Test scores will not be shared with the interview committee. The Aptitude Test scores should not be shared with the applicant, only pass/fail.

2. Interviews

After all transcripts, materials, and aptitude test results (if applicable) are received, the JATC will review the documents to determine if the applicant meets minimum qualifications outlined in the Standards and is eligible for an interview. If the applicant does not meet minimum qualifications, the applicant will be so notified. The Application Record will note that the applicant was "Not Qualified for Apprenticeship" and the date the letter was sent.

The JATC will schedule interviews as indicated in B, Interview Timing. The JATC will interview all applicants who qualify for an interview and report for the interview as scheduled. The applicants will be interviewed in order based upon the date and time their application process was complete.

The list of applicants to be interviewed may be broken into smaller groups if more than one interview session is to be scheduled. Interview sessions will be scheduled to allow for the interviewing of all applicants who qualify for an interview.

Interviews will be conducted in accordance with the interview forms and procedures developed by the *electrical training ALLIANCE*. Applicants will be rated after the interview based upon the non-discriminatory criteria in the procedures and forms.

Unless an applicant is referred to the JATC due to potential disqualifying factor upon completing all scheduled interview sessions, all interviewed applicants will be notified that they shall remain on the active list, subject to selection, for a period of one (1) year from the date of their interview. This notification shall indicate that on the anniversary date, their eligibility shall expire.



H. Ranking and Selection

1. After the members of the interview committee complete their evaluation of an applicant, the scores will be averaged in accordance with the procedures and forms developed by the *electrical training ALLIANCE*. The applicant will be included on the ranked list based upon that rating.
2. The JATC will place all individuals currently active on the list in ranked order. The ranked list will identify each individual's: rank, name, application number, date of interview, score to two decimal places, and eligibility expiration date. A current copy of the complete ranked list will be filed with the Registration Agency prior to selection and registration to any individual entering the apprenticeship program through the standard selection process.
3. When new interviews are scheduled and completed, or other selection procedures are completed, the JATC will add those applicants to its existing ranked list of applicants. Whenever a new ranking list is created, a copy will be provided to the Registration Agency.
4. The number of new apprentices to be selected, at any time, will be determined by the JATC, based on industry needs and the JATC's ability to provide training.
5. Selection of individuals from the list of interviewed applicants will not be done until all pre-scheduled interview sessions or other selection procedures are completed. The Registration Agency shall be promptly notified of all individuals entering the apprenticeship program through any means of entry.
6. The actual selection of individuals will be made by using the current ranked list, starting with the top score, and continuing on, in descending order, until the desired number of accepted applicants has been reached. The only individuals who may be registered ahead of those on the current ranked list are those entering through approved direct entry methods, including transfer, and organizing procedures. Selection from the current ranked list must be the highest on the list; the JATC cannot skip over individuals.
7. All selected applicants will be notified in writing (mail or email) of the JATC's offer of apprenticeship. The offer will be conditioned on completion of any required post-selection steps set out in the Standards and will note which conditions apply.
8. Once applicants are interviewed and placed on the ranked list, they shall remain active and subject to selection, for a period of one (1) calendar year from the date of interview or completion of other selection procedures, unless they decline an offer, request to be removed from the list, fail to meet post-selection requirements, or they are approved for a re-interview.
9. Applicants will be deemed to have requested to be removed from the ranked list and/or declined an offer if they (i) fail to notify the JATC of changes in contact information; or (ii) fail to promptly respond to communications from the JATC, including offers.
10. All selected applicants (including direct entry) must provide any remaining documentation required to complete their applications process and satisfy all post-selection requirements in the Standards.

I. Post-Selection Requirements.

All selected applicants (including those admitted through direct entry) must meet the following minimum requirements at the time indicated in these Selection Procedures, typically after a conditional offer is made and prior to registration.

- Provide any remaining documentation required to complete the selection process.
- Not be disqualified as a result of information obtained by the JATC during the selection process, including interviews, verification of information, reference checks or other information made available to the JATC prior to registration.



- Pass all required drug-screen tests. The cost of the tests is borne by the JATC. If the applicant fails any pre-registration drug test, refuses to take any pre-registration drug test, or has insufficient hair or urine for any pre-registered drug test, each of which constitutes a failed pre-registered drug test, the conditional offer will be revoked.
- Attend and successfully complete the JATC's Boot Camp/Orientation. Applicants will not be paid for the time they attend this program. The JATC's conditional offer may be rescinded if the applicant demonstrates in any way that he or she is unlikely to be successful in the apprenticeship program, (e.g., inability to learn or employ appropriate safety skills, poor attendance or tardiness, or failing to demonstrate the physical abilities required).

J. Disqualification

Prior to, during or after the interview, and prior to registration, the JATC may learn of information that may disqualify the applicant or render them unable to meet the requirements of the program. The JATC or its designee shall discuss those issues with the applicant, provide the applicant with an opportunity to explain and, where appropriate, obtain relevant documentation. If the applicant does not voluntarily withdraw his or her application, the applicant may be referred to the JATC for a decision on whether the applicant should be disqualified and not placed on the active list or should be removed from the list.

K. Re-Evaluation Process

If after a minimum of ninety (90) days from the date of their most recent interview with the JATC, an applicant has gained at least 450 hours of documented work experience in the electrical construction industry or has successfully completed two (2) or more post-secondary, industry-related classes, the applicant is eligible to make a request to be re-interviewed by the JATC by completing the JATC's Re-Interview Request Form. Examples of related classes include Algebra I and II, Geometry, Trigonometry, Advanced Math, Physical Sciences, Physics, Chemistry, Industrial Arts, Mechanical Drawing/Drafting, Computer Literacy/Programming, or Related Vocational/Technical Courses.

The JATC is not obligated to grant a re-interview to an applicant where the factors on which the score was based would not be affected by additional experience or education. The JATC will respond to the request in a timely manner.

L. Applicant Appeals Procedure

Any applicant for apprenticeship who believes that he or she has been subjected to discrimination or other unfair treatment during the selection process on the basis of any protected category may file a complaint of discrimination using the JATC's internal Complaint Procedure set out below or Appendix F.

Advancement Of Apprentices, Cancellation, Complaint Procedures

A. Advancement of Apprentices

1. Every two months during the first year of apprenticeship, and at least yearly thereafter, the JATC shall examine the progress of the apprentice on the job and in related instruction, based on apprenticeship evaluation completed by an Employer and other available information. The JATC will also receive a monthly OJT training report from each Employer showing the experience and training in the various work processes acquired by the apprentice and evaluating the apprentice.
2. The JATC shall evaluate the apprentice's overall performance and accomplishments at the end of each period. Action must be taken on each apprentice to approve advancement, extend present rating for a specified probationary period, or cancel the apprenticeship agreement, with due notice to the apprentice.



and a reasonable opportunity for corrective action. Proper documentation shall be maintained of all action taken by the JATC.

B. Cancellation or Resignation of Apprenticeship Agreement

1. An Apprenticeship Agreement may be canceled at the request of the apprentice at any time.
2. An Apprenticeship Agreement may be suspended for a specified period of time, canceled or terminated by the JATC for good cause, with due notice to the apprentice and, in appropriate circumstances, a reasonable opportunity for corrective action. Written notice shall be provided to the apprentice and to the Registration Agency (if required).
3. Individuals who have been suspended or terminated from apprenticeship shall not be assigned by the JATC in any capacity. Suspended or terminated apprentices are not eligible to participate in any related training activities and, as per the CBA, they are not eligible for any job assignments by the JATC under the CBA unless the JATC has determined that the individual is eligible for a change to another classification recognized in the CBA.
4. When an apprentice's Apprenticeship Agreement is terminated before satisfactory completion of their apprenticeship, the resulting vacancy may be filled by selecting and registering the next individual from the current eligibility list; provided all registered apprentices who are available for OJT assignments are so assigned. In the event that related instructional training classes are not available in the immediate future, the individual(s) registered shall begin informational/awareness classes just as soon as possible. These courses may include topics such as Industry Awareness, Communications, Productivity, Marketing, CPR, Tech Math, Safety Awareness and General Orientation

C. Complaint Procedures

1. The JATC shall have full authority and responsibility to review and shall seek to resolve all issues and/or disputes pertaining to all apprenticeship and training matters. The JATC shall hear and consider all complaints of violations concerning the Apprenticeship Agreement and the Standards, and shall make such rulings, as it deems necessary and appropriate in its discretion. Apprentices have the right to request an appearance before the JATC concerning specific issues or matters dealing with their apprenticeship agreement. Such requests must be in writing. The JATC shall adopt a formal Complaint Procedure as part of its Rules and Policies. Apprentices and applicants have no right to representation by an attorney or others during JATC investigations and meetings, unless otherwise provided in the Rules and Policies.
2. Any apprentice or applicant for apprenticeship who believes they have been subject to discrimination in violation of the EEO Policies and Procedures, or federal, state, or local law has the right to file an internal complaint with the JATC and rights to file external complaints with the U.S. Department of Labor, EEOC and/or applicable state or local agencies. See EEO Policies and Procedures, Appendix F.
3. All applicants and apprentices have the right to file complaints regarding any issue with the Registration Agency. Applicants and apprentices will be provided with a copy of the Notice of Rights. See Appendix F.
4. All apprentices have the right to seek resolution through the applicable Grievance and Arbitration Articles of the CBA for issues arising on the job: wages, hours, working conditions, and other issues covered by the CBA. Apprentices should first provide notice to the JATC.
5. A Local Union receiving a grievance from or about an apprentice shall notify and involve the JATC, which has the primary responsibility for apprentices under Article V of the Standard Inside Agreement.

Certification of Completion



Upon satisfactory completion of the required number of hours of related instruction from the *electrical training ALLIANCE*'s course of study, accumulation of a minimum of 8,000 hours of OJT, and acquisition of the appropriate jurisdictional QEW Electrical License, the JATC will certify to the sponsoring parties, to the *electrical training ALLIANCE*, and to the Registration Agency that the apprentice has satisfied the requirements of his or her apprenticeship agreement.



Appendix A-2

Work Process

The JATC shall require each apprentice to submit a work report on a monthly basis. Such reports shall be maintained by the JATC as part of its official file for each apprentice. The JATC shall use reports and other evaluations and records the JATC may use to provide an accumulative OJT record of experience in the various work processes for each apprentice.

All OJT work shall be performed under the supervision of an electrical industry Journeyworker. Supervision will not be of such nature as to prevent the development of responsibility and initiative. Work may be laid out by an Employer's designated supervisor based on the apprentice's skills and ability to perform the job tasks, after which the apprentice shall be permitted to perform job tasks in order to develop job skills and industry competencies.

Apprentices with a minimum of 6,500 hours of OJT who have successfully completed all related instruction, may be permitted to perform electrical construction work without the direct supervision of an electrical industry Journeyworker as follows: while the apprentice's supervising Journeyworker must be present on the job site, and the apprentice should not be the first worker assigned to the job, such apprentice may be assigned to independently perform job tasks at the job site consistent with the apprentice's skills, knowledge and ability to perform the work as determined by the Employer.

An apprentice shall not supervise the work of any other apprentice or workers of any other classification.

Temporary Training Opportunities

Apprentices may be permitted to receive OJT and related training on a temporary basis with another IBEW/NECA JATC, provided that the apprentice, both of the JATCs, and their respective Local Unions and Local Chapters agree on such assignment. Before apprentices are given a temporary OJT assignment, they must supply the host JATC with an official copy of their apprenticeship agreement, clearly indicating that it has been properly registered with the applicable Registration Agency. Apprentices shall remain subject to reassignment by the JATC with whom they are registered. Failure to immediately comply with such instruction to return to the JATC with whom they are registered may result in the cancellation of the apprentice's apprenticeship agreement; in which case, the apprentice would no longer be employable as an apprentice under the CBA in any jurisdiction.

Related Instruction

The time spent in related instruction, which may include blended learning and computer-mediated learning, shall be in addition to the required minimum hours of OJT. The computer-mediated learning model will allow the apprentice to learn at their own pace with experiential learning styles such as gaming, and knowledge checks before moving on to the next section to ensure competence. The minimum number of related instruction hours per year may change from time to time in order to meet training needs. Such changes must be properly approved by the Registration Agency.

The JATC shall secure competent Instructors whose knowledge, experience, and ability to teach shall be carefully examined and monitored. These instructors will also be competent with hands-on labs to allow the apprentices to become sufficient. The instructors shall take the teacher training courses made available from the *electrical training ALLIANCE* (or state-required equivalent) through attendance, participation, and working towards completion of the Industry's Four-Year National Training Institute Teacher-Training program.

The JATC shall secure the instructional aids and equipment it deems necessary to provide quality



instruction.

The instructors shall administer or oversee *electrical training ALLIANCE* standardized tests in a timely manner. Such tests shall be evaluated, scored, and reviewed with the class. If tests are not administered electronically, the instructor shall ensure that all tests and materials are collected and provided to the JATC.

The JATC shall monitor the apprentice's performance in related training and take appropriate action to encourage improvement where warranted. JATCs will require performance reports to be filed on a regular basis by each Instructor, evaluating the apprentice's related instructional training performance. Such reports shall be maintained by the JATC as part of its official file for each apprentice, providing an accumulative record of performance in related training.

The JATC shall inform each graduating apprentice of the availability of college credit through the *electrical training ALLIANCE's* College Credit Program with the American Council on Education ("ACE"), and any Continuing Education Units ("CEUs") that may be available.

Certain related instruction may be provided online, rather than in a traditional classroom or laboratory setting. If an apprentice is required to attend related instruction online, the apprentice must have access to the Internet via a computer and must complete all online assignments and the total required hours of each session in the allotted amount of time. The computer will not be provided by the apprenticeship program and the Internet access fees will not be paid by the apprenticeship program.

Safety and Health Training

The Employers are responsible for instructing apprentices in safe and healthful work practices and shall ensure that the apprentice is trained in facilities and other environments that are in compliance with either the Occupational Safety and Health Act standards promulgated by DOL or State or local standards that have been found to be at least as effective as the Federal standards.

Methods of Entry

Every individual selected for apprenticeship shall come from the pool of qualified applicants on the ranked list, unless otherwise qualifying for Direct Interview (if applicable) or Direct Entry. No applicant shall be excluded from consideration because they fail to meet qualifications for Direct Interview or Direct Entry; they must be considered under the standard method of entry.

Application. Every applicant must fill out an application form, either in paper format or electronically; accurately; and completely responding to all questions and items listed in the application.

Direct Interview Qualification.

Except as described below, the applicants described below will not be required to obtain a qualifying score on the Aptitude Test or meet the requirements of High School diploma or GED, or Algebra. If they meet all other minimum qualifications listed in the Registered Apprenticeship Standards, and the requirements below, they will be invited to an interview. These individuals must still meet all post-selection requirements. Applicants are not required to apply through these methods and may choose to apply through the standard method of entry.

X 1) Military Experience.

- a. Applicants who have completed at least three years of active-duty military service with the U.S. Armed Forces, with a discharge under honorable conditions within five years of the application date.



- b. Applicants who have completed at least six years of U.S. military reserve service, who are still serving as a military reservist or have an honorable discharge within two years of the application date.
- c. Applicants who have been honorably discharged from the military and have completed military technical training school in a Military Occupational Specialty ("MOS") applicable to the commercial and/or industrial electrical construction industry and can document a minimum of two years of military experience in that MOS within five years of the date of application. *These individuals may also qualify for direct entry.*
- d. To qualify under Military Experience, applicants must provide a DD Form 214 or equivalent documentation acceptable to the JATC to establish their experience.
- e. Applicants who have served overseas and/or lived on a military installation for a minimum of two (2) years prior to application will have any existing residency restriction waived.

X 2) Industry Experience.

- a. 2,000 Hours. Applicants who can verify that they have worked a minimum of two thousand (2,000) hours specifically in the electrical construction industry.
- b. 4,000 Hours. Applicants who can verify that they have worked a minimum of 4,000 hours specifically in the commercial construction industry. These individuals may also qualify for direct entry. An absolute minimum of 4,000 hours of electrical work experience must be proven to meet this qualification. No other form of electronic or electrical experience/training or construction experience will be given credit under this provision.
- c. Individuals applying under these two Industry Experience methods must provide to the JATC sufficient documentation, satisfactory to the JATC, to demonstrate their experience in the electrical construction industry. This documentation may be comprised of official documents such as tax/payroll records, or notarized letters of experience from prior employers.

X 3) electrical training ALLIANCE Interim Credential.

- a. Individuals who have received an Interim Credential through the program developed by the electrical training ALLIANCE, which represents that they have successfully completed the assigned curriculum. *These individuals may also be eligible for direct entry.*

□ 4) School to Apprenticeship.

- a. Individuals who have completed a School to Apprenticeship (STA) Program in the electrical industry, including School to Registered Apprenticeship (STRA) program involving the JATC. To be eligible, the STA or STRA program must meet the following requirements:
 - i. shall be available to all schools within the jurisdiction of the CBA that agree to participate in the STRA program.
 - ii. shall require participants to be at least 16 years of age.
 - iii. shall require participants to complete their Junior Year (11th Grade) of High School prior to being employed as an apprentice in this program.
 - iv. shall allow the JATC to work with the school to encourage participating school systems to include in their academic curriculum: A basic Computer Course and Mechanical Drawing, or Computer-Aided Design. The JATC may determine that participants must complete the First Year of industry-related classroom training (*electrical training ALLIANCE Curriculum*),



specific *electrical training ALLIANCE* courses or industry orientation-related seminars, or classes. These classes and seminars shall be taught by the JATC. The *electrical training ALLIANCE* course materials may be presented during the evening hours.

- v. may permit the scheduling of alternating weeks of academic study and OJT experience, as determined by the JATC, and agreed to by the participating school(s).
- vi. shall mandate that failure to successfully complete academic studies (high school and JATC) shall be just cause for termination from the program.
- vii. shall mandate that failure to demonstrate progress in safely and proficiently accomplishing work practices shall be just cause for termination.

□ 5) Job Corps.

- a. Applicants who completed a Job Corps training program in electrical construction within two (2) years prior to application, and who obtain a qualifying score on the Aptitude Test.

X 6) Pre-Apprenticeship Programs.

- a. Individuals who can verify that they have completed a structured pre-apprenticeship training program meeting minimum requirements recognized by the JATC, and sponsored by community outreach groups, the IBEW or NECA, the Local, State, Regional or National Building Trades programs, or by the JATC. *These individuals may also qualify for direct entry.*
- b. Applicants under this method must provide the JATC with appropriate documentation, satisfactory to the JATC, confirming that they meet the specific requirements of the pre-apprenticeship program. This documentation must be comprised of official documents such as completion/graduation certificates, transcripts, notarized letters of confirmation, and sworn statements.

X 7) Industry Needs.

Applicants who meet unique industry needs or requirements, and who obtain a qualifying score on the Aptitude Test, will qualify for direct interview by the JATC as soon as possible after application submission and may qualify for direct entry. To qualify under this method, applicants must either:

- i. Be in categories for which signatory contractors are required to recruit and hire under project labor agreements (“PLAs”), project stabilization agreements (“PSAs”), and/or other federal, state, or local government contracts or agreements, provided that those categories are not defined by Protected Characteristics as defined in the JATC’s EEO/AA Plan (e.g., requirements for veterans, local residents, or disadvantaged workers as defined by income or other factors than the Protected Characteristics); or
- ii. Be located in a geographic area for which there is a high demand that cannot be reasonably served with a sufficient number of apprentices because of the excessive travel distances.

Direct Entry Qualification.

Applicants who meet the following qualifications will be offered direct entry into the Apprenticeship Program, with certain requirements waived and without being placed on or selected from the ranked list of qualified applicants. These individuals must still meet all post-selection requirements, unless expressly exempted.

- 1) New Signatory Employer. An electrical construction employee of a non-signatory employer not qualifying as a Journeyworker when the employer becomes a signatory shall be evaluated by the



JATC, using consistent, standard, non-discriminatory means and registered at the appropriate period of apprenticeship based on previous work experience and related training.

- a. Such applicants must:
 - i. Provide official, undisputable documentation to show that they were an employee performing electrical construction work prior to and at the time the employer becomes signatory.
 - ii. Supply the JATC with required reliable documentation and adequate verification to substantiate previous employment and experience to warrant their registration.
 - iii. Meet the physical requirement to climb and work from ladders, scaffolds, poles, and towers of various heights, push, pull, crawl, crouch, and work in confined spaces such as attics, manholes, and crawlspaces, lift 25–50-pound objects on a fairly consistent schedule, and use various hand and power-assisted tools to install conduit, wiring, fixtures, devices, and electrical apparatus within commercial, industrial, and residential buildings.
 - iv. Be capable of completing all requirements of the apprenticeship program and performing the work required of an electrical worker, with or without reasonable accommodations, including being able and willing to: Safely perform or learn to safely perform the essential functions of the job; Get to and from work at job sites anywhere within the geographical jurisdiction of this Apprenticeship Program. Attend and successfully pass all related instruction; Understand and follow all JATC Rules and Policies; Read, hear, speak, and understand instructions and warnings in English.
- 2) 30% Cards. An individual who signs an authorization card during an organizing effort, where 30% or more of the employees have signed authorization cards, whether or not the employer becomes signatory, and is an employee of the non-signatory electrical contractor and does not qualify as a Journeyworker, shall be evaluated by the JATC, using consistent, standard, non-discriminatory means and registered at the appropriate period of apprenticeship based on previous work experience and related training.
 - a. All employees of the non-signatory electrical contractor must have been offered the opportunity to sign authorization cards.
 - b. For such applicants to be considered, they must:
 - i. Have previous work experience (with non-participating employer(s)) that warrants some OJT credit, based on the provisions of these Standards, provide reliable documentation and adequate verification (which shall be recorded and securely filed in the applicant's file) to substantiate previous employment and experience, in order to qualify for direct entry under this provision.
 - ii. Provide official documentation to show length of employment with present electrical employer and all other previous electrical employers.
 - iii. Meet the physical requirement to climb and work from ladders, scaffolds, poles, and towers of various heights, push, pull, crawl, crouch, and work in confined spaces such as attics, manholes, and crawlspaces, lift 25–50-pound objects on a fairly consistent schedule, and use various hand and power-assisted tools to install conduit, wiring, fixtures, devices, and electrical apparatus within commercial, industrial, and residential buildings.
 - iv. Be capable of completing all requirements of the apprenticeship program and performing the work required of an electrical worker, with or without reasonable accommodations, including being able and willing to: Safely perform or learn to safely perform the essential



functions of the job; Get to and from work at job sites anywhere within the geographical jurisdiction of this Apprenticeship Program. Attend and successfully pass all related instruction; Understand and follow all JATC Rules and Policies; Read, hear, speak, and understand instructions and warnings in English.

3) *Transfer of Apprenticeship.* A registered apprentice who wishes to transfer an Apprenticeship Agreement between two local IBEW/NECA JATCs having registered inside apprenticeship programs must meet the following requirements.

- a. The apprentice must submit a written request for transfer, describing in detail the needs and reasons upon which the request is based.
- b. The apprentice's sponsoring JATC must agree to the transfer, acting on behalf of the official program sponsors for the IBEW and NECA. The sponsoring JATC must not unreasonably withhold such agreement.
- c. The receiving JATC must agree to accept the transfer, acting on behalf of the official program sponsors for the IBEW and NECA. The receiving JATC must not unreasonably withhold such acceptance.
- d. The receiving JATC shall have complete access to all apprenticeship records pertaining to the transferring apprentice.
- e. The transferring apprentice must:
 - i. Complete an Application.
 - ii. Provide to the JATC official documentation pertaining to their participation in the apprenticeship program they are transferring from. An official copy of all records established with the sponsoring JATC (including a copy of the application form and the apprenticeship agreement – properly registered with the Registration Agency) and other information submitted shall be provided to the receiving JATC.
 - iii. The receiving JATC will examine all documentation submitted before granting permission to transfer. All such records shall become part of the receiving JATC's permanent files.
- g. Upon being accepted by the receiving JATC, have their existing apprenticeship agreement terminated and have registration proceedings initiated immediately by the receiving JATC and the appropriate Registration Agency. The Registration Agency will be provided with all documentation necessary and/or required to verify that the transfer is justifiable.
- h. The apprentice will receive full credit for probationary time previously served. No plan assets will be transferred between the plans to cover the cost of the apprentice's education.

4) *Other Means.*

- a. Individuals who qualify under two years military electrical experience, 4,000 hours, Interim Credential, pre-apprenticeship, or industry needs, may qualify for direct entry, after interview based upon standard, non-discriminatory evaluation factors (e.g., top 50% of class ranking for those with Interim Credentials, a defined cut-off or pass/fail score on knowledge-based tests or skills-based tests or other exams, or a pass/fail interview).
- b. The JATC may, in its discretion, determine that due to industry needs, individuals in one or more categories will be offered direct entry rather than direct interview for a period of time.



- c. Decisions to permit direct entry under these options, and for what period of time, should be recorded in the Minutes of the Committee and publicized through the Notice of Apprenticeship Opportunity, prior to each period of application and interviews.
- d. A decision to permit direct entry instead of direct interview must be made before or promptly after an interview before interviewees are placed on the ranked list. Once an applicant is placed on the ranked list, their status cannot be changed to Direct Entry.

Credit for On-the-Job Skill Acquisition and Previous Related Training

Every applicant who qualifies for Direct Interview or Direct Entry, and who is subsequently registered, will be evaluated by the JATC to determine, using standard means of evaluation, if OJT and/or related instruction credit will be awarded for previous training and experience.

Qualified applicants interviewed and selected for apprenticeship under these Standards who have previously completed another IBEW/NECA apprenticeship will be awarded a minimum of three thousand, five hundred (3,500) hours of OJT credit. Such individuals will be properly evaluated by the JATC and placed in the appropriate year of related training.

Qualified applicants selected for registration who have the electrical training ALLIANCE Interim Credential shall be provided credit for the courses completed within the Interim Credentials, if the Interim Credential was received within three (3) years of the date of registration.

Other applicants selected for registration who have previous knowledge and skill acquisition in the electrical construction industry can ask for and have such work and job experience evaluated by the JATC prior to signing an Apprenticeship Agreement. The apprentice cannot request an evaluation of past experience after signing.

Where such experience warrants, the JATC will place the apprentice in the appropriate period with the commensurate wages as determined by the JATC. The JATC will use consistent and equal ways and means for measuring and evaluating individuals to determine how much credit to award, for both OJT and related training. Hours of OJT credit awarded and related instruction placement level are independent of one another. Those awarded OJT credit and assigned to the appropriate pay period classification may be given additional time to successfully complete related instructional requirements.

Advance standing is subject to review throughout the probationary period. During this time, OJT and classroom performance will be evaluated to determine if any readjustment concerning OJT or related training status is warranted, including reevaluation and reassignment of apprenticeship period and level of related instruction, as the JATC determines.

The JATC permits individuals with previous education and training to test out of related courses. It has developed a nondiscriminatory policy adopting uniform written and proficiency-type examinations to be used in determining whether or not to award credit and waive specific course(s), or areas(s) of training.

The Apprenticeship Agreement

Before being employed as an apprentice or enrolled in related instruction classes, the selected applicant must sign an Apprenticeship Agreement with the JATC. The Apprenticeship Agreement will be submitted to the Registration Agency for approval if required. The Standards and the JATC's Rules and Policies (as they may be amended) shall be considered a part of the Apprenticeship Agreement.

Prior to signing the Apprenticeship Agreement, each selected applicant shall be given an opportunity to read and review the Standards, the JATC's Rules and Policies, the Apprenticeship Agreement and the sections of the CBA that pertains to apprenticeship. Selected applicants shall sign an acknowledgement that they have reviewed the documents and are willing to abide by them.



The JATC and the Apprentice shall sign the Apprenticeship Agreement, and each receive a signed copy. The JATC shall follow the procedures of the Registration Agency regarding the submission of the Apprenticeship Agreement (e.g. through RAPIDS for DOL states, number of signed originals).

Selection and Placement

Selection and placement of all Applicants not eligible for Direct Entry will be done under the Selection Procedures as stated.

Apprentices who enter the traditional time-based program may be offered the opportunity to transition into the Hybrid apprenticeship program provided the transition is authorized and approved by the JATC. Apprentices who enter the Hybrid apprenticeship program may be offered the opportunity by the JATC to transition to the traditional time-based program provided the transition is authorized and approved by the JATC. Apprentices who transition must complete all of the related instruction and hour requirements for the program.



Appendix C

AFFIRMATIVE ACTION PLAN

ADOPTED BY

Electrical Joint Apprenticeship and Training Committees Representing the National Electrical Contractors Association, Inc. and the International Brotherhood of Electrical Workers

AS REQUIRED UNDER 29 CODE OF FEDERAL REGULATIONS PART 30

**DEVELOPED IN COOPERATION WITH THE
U. S. DEPARTMENT OF LABOR, OFFICE OF APPRENTICESHIP**

(Registration Agency Representative Signature)

(Registration Agency Representative Typed/Printed Name)

(Title)

(Date)

This Affirmative Action Plan template is provided by the U.S. Department of Labor, Office of Apprenticeship, for the convenience of apprenticeship program sponsors. Its use is recommended to promote understanding of, and compliance with, the Department's EEO in Apprenticeship rules at 29 CFR Part 30.

Please supply all requested information, unless otherwise directed by the form. If needed, use additional pages to complete responses.



AFFIRMATIVE ACTION PLAN

We, **Electrical Joint Apprenticeship and Training Committees**, adopt this written Affirmative Action Plan ("written AAP" or "Plan") in good faith to promote equality of opportunity in our registered apprenticeship program. This written AAP is a part of our apprenticeship Standards. We also incorporate by reference the Equal Opportunity Pledge contained in the Standards for this program.

This written AAP, which is based upon the minimum requirements for AAP contained in the equal opportunity in apprenticeship final regulation located at 29 CFR Part 30, is composed of nine key components. Each of these components requires us to examine different aspects of our apprentice workforce and document our review. At various stages of our review, we will analyze our utilization, recruitment activities, and selection, training, and assignment practices in order to ensure that all elements of our apprenticeship program are in accordance with equal employment opportunity requirements.

The key components of this AAP are as follows:

- Section I: Workforce Analysis for race, sex, and ethnicity (by occupation title and by major occupation group);
- Section II: Availability Analysis for race, sex, and ethnicity (by major occupation group);
- Section III: Utilization Analysis (comparing the workforce and availability analyses);
- Section IV: Utilization goals for race, sex, and ethnicity (if necessary);
- Section V: Utilization goals for individuals with disabilities;
- Section VI: Targeted outreach, recruitment, and retention activities (if necessary);
- Section VII: Annual review of personnel processes;
- Section VIII: Invitation to self-identify as an individual with a disability;
- Section IX: Official adoption of the written AAP.

Abbreviations Key:

Please note that the following abbreviations denoting relevant racial and ethnic groups appear in the demographic charts contained in this written AAP (Appendix C):

HISP = Hispanic;
AA = African American/Black;
AS = Asian;
AIAN = American Indian or Alaska Native;
NHPI = Native Hawaiian or Other Pacific Islander.

NOTE: For detailed definitions of the above racial and ethnic groups, please see Attachment 1 of the Reference Guide.

PLEASE NOTE: To collect the demographic information on your apprentice workforce requested in Sections I through VIII below, you should consult the data supplied by your program's apprentices in ETA Form 671. In addition, to ensure timely compliance with the AAP requirements contained in 29 CFR Part 30, you should keep a record of the date(s) on which you completed the analyses and activities described in Sections I through VIII below.



SECTION I – WORKFORCE ANALYSIS FOR RACE, SEX, AND ETHNICITY (BY OCCUPATION TITLE AND BY MAJOR OCCUPATION GROUP)

The apprentice information needed to complete this workforce analysis section is available in the Registered Apprenticeship Partners Information Data System (RAPIDS) for all federally registered programs in the Office of Apprenticeship (OA) States, and for many state programs managed by State Apprenticeship Agencies (SAAs). Access to RAPIDS is available at: <https://dol.appiancloud.com/suite/sites/registered-apprenticeship>. Sponsors that are not required to use RAPIDS to manage their apprentices are encouraged to work with the appropriate SAA to complete their workforce analysis.

The following terms are used in this section:

- An **Occupation Title** is a specific occupation that has been assigned a 6-digit “detailed occupation” code in the U.S. Bureau of Labor Statistics’ Standard Occupational Classification and Coding Structure (SOC), <https://www.bls.gov/soc/>, and a corresponding 8-digit code in the Occupational Information Network (O*NET), <https://www.onetonline.org/>. Detailed occupations are defined so that each includes workers who perform similar job tasks based on work performed and, in some cases, on the skills, education and/or training needed to perform the work. For the purposes of completing the workforce analysis, occupation titles are defined by the 8-digit O*NET code. Sponsors can locate the O*NET code associated with their registered occupations from the program occupation tab in RAPIDS.
- A **Major Occupation Group** is the highest-level classification in the SOC, which combines related occupations into major occupation groups. These Major Occupation Groups are designated by the two-digit SOC code and the two-digit prefix of the O*NET code. (See Attachment 2, “Standard Occupational Classification and Coding Structure” in the accompanying Reference Guide for a complete list of the 23 major occupation groups and their two-digit SOC/O*NET code designations).

Example: A sponsor has an apprenticeship program that offers training in four different occupation titles: Roofer (SOC/O*NET code: 47-2181.00), Electrician (SOC/O*NET code: 47-2111.00), Tool and Die Maker (SOC/O*NET Code: 51-4111.00), and Machinist (SOC/O*NET code: 51-4041.00). In completing Tables 1, 2, and 3 of the workforce analysis below, the sponsor will enter identifying characteristics for their apprenticeship workforce by utilizing the Occupation Titles and the corresponding SOC/O*NET codes for each of those titles.

In completing Tables 4, 5, and 6 of the analysis, however, the sponsor will classify their apprentice workforce by the two Major Occupation Groups that encompass these titles: Construction (2-digit SOC/O*NET code: 47) and Manufacturing (2-digit SOC/O*NET code: 51).



INSTRUCTIONS FOR COMPLETING THE WORKFORCE ANALYSIS

In completing the tables (1 through 6) contained in this Section I, sponsors should utilize the demographic identification provided by apprentices in their Program Registration and Apprenticeship Agreements (see Form 671, Section II).¹ If you are a RAPIDS user, the workforce analysis is available as a report in the system. As noted above, sponsors that are not required to use RAPIDS to manage their apprentices are encouraged to work with the appropriate SAA to complete their workforce analysis.

A. Workforce Analysis by Occupation Title for Sex, Ethnicity, and Race

NOTE: The workforce analyses by occupation title for sex, ethnicity, and race contained in Tables 1, 2, and 3 in this Section should initially be completed by the second anniversary of the apprenticeship program's registration with a Registration Agency. Subsequent workforce analyses for sex, ethnicity, and race should be undertaken at the time of each subsequent program review (or at least once every three years if a program review does not take place).

Instructions:

For each **Occupation Title** in a program, please indicate the total number of **responses** received from apprentices that self-identify for sex, ethnicity, and race in the following tables:

TABLE 1 – Occupation Titles by Sex

Number of Responses Selecting a Sex				
Occupation Title	8-Digit O*NET Code	Female	Male	Total
Electrician	47-2111.00	22	474	496

TABLE 2 – Occupation Titles by Ethnicity

Number of Responses Selecting an Ethnicity				
Occupation Title	8-Digit O*NET Code	HISP	NON-HISP	Total
Electrician	47-2111.00	206	290	496

¹ Self-identification is the most reliable method and preferred method for compiling information about a person's sex, race, and ethnicity. Sponsors are strongly encouraged to rely on employee self-identification to obtain this information. Please note that while visual observation is an acceptable method for identifying demographic data in the absence of self-identification data, it may not be reliable in every instance, and sponsors should not guess or assume the sex, race, or ethnicity of an apprentice or applicant for apprenticeship.

**TABLE 3 – Occupation Titles by Race**

Note: For Table 3 below, responding apprentices may elect to choose **one or more** of the specified races. If an apprentice has identified himself or herself as more than one race, count the apprentice in each of the racial categories that he or she has identified.

EXAMPLE: The sponsor of an apprenticeship program for the occupation of Lodging Manager obtained responses from 18 apprentices who identified their racial characteristics. Of these 18 individuals, 2 identified as AS only, 1 identified as both AS and AA, 4 identified as AA only, 1 identified as both AA and White, 1 identified as AIAN only, 0 identified as NHPI, and 9 identified as White only. While the number of respondents is 18, a total figure of 20 should nevertheless be entered in the "Total" responses column due to the selection by some apprentices of more than one race.

Number of Responses Selecting One (or More) Race							
Occupation Title	8-Digit O*NET Code	AS	AA	AIAN	NHPI	White	Total
Lodging Managers	11-9081.00	3	6	1	0	10	20

Number of Responses Selecting One (or More) Race							
Occupation Title	8-Digit O*NET Code	AS	AA	AIAN	NHPI	White	Total
Electrician	47-2111.00	12	31	18	6	427	494



B. Workforce Analysis by Major Occupation Group for Sex, Ethnicity, and Race

NOTE: The workforce analysis by major occupation group for sex, ethnicity, and race contained in Tables 4, 5, and 6 in this Section should initially be completed by the second anniversary of the apprenticeship program's registration with a Registration Agency. Subsequent workforce analyses for sex, ethnicity, and race should be undertaken at the time of each subsequent program review (or at least once every three years if a program review does not take place).

Instructions:

For each **Major Occupation Group** in a program, please complete the following sex, ethnicity, and race tables.

TABLE 4 – Major Occupation Groups by Sex

Number of Responses Selecting a Sex					
Major Occupation Group	2-Digit O*NET Code	Female	Male	Total	Female Percent of Total Responses
Construction and Extraction	47	22	474	496	4.4%

TABLE 5 – Major Occupation Groups by Ethnicity

Number of Responses Selecting an Ethnicity					
Major Occupation Group	2-Digit O*NET Code	HISP	NON- HISP	Total	HISP Percent of Total Responses
Construction and Extraction	47	206	290	496	41.5%



TABLES 6.1 and 6.2 – Major Occupation Groups by Race

Note: For Table 6.1 below, responding apprentices may elect to choose **one or more** of the specified races. If an apprentice has identified himself or herself as more than one race, count the apprentice in each of the race categories that he or she has identified.

For Table 6.2 below, align the Major Occupation Groups and 2-Digit O*NET Codes with the Major Occupation Groups and 2-Digit O*NET Codes completed in Table 6.1, and compute the percentage of total responses within a racial category by comparing the number of responses selecting a particular race to the total number of responses completed in Table 6.1.

EXAMPLE: Using the example above for Table 3, the program sponsor obtained responses from 18 apprentices who identified their racial characteristic. Of these 18 individuals, 2 identified as AS only, 1 identified as both AS and AA, 4 identified as AA only, 1 identified as both AA and White, 1 identified as AIAN only, 0 identified as NHPI, and 9 identified as White only. While the number of respondents is 18, a total figure of 20 should nevertheless be entered in the "Total" responses column due to the selection by some apprentices of more than one race.

Accordingly, to compute the percentage of total responses within a racial category, the sponsor would compare the number of responses selecting a particular race to the total number of responses (20). For instance, in the sample table below, the AS percentage is determined by calculating the proportion of AS responses (3) to the total number of responses (20), resulting in a figure of 15%.

(Please note that the occupation title for "Lodging Managers" that appears in Table 3 above is classified under the "Management Occupations" Major Occupation Group for purposes of this table, with a two-digit SOC/O*NET Code of 11).

6.1 Number of Responses Selecting One (or More) Race							
Major Occupation Group	2-Digit O*NET Code	AS	AA	AIAN	NHPI	White	Total
Management Occupations	11	3	6	1	0	10	20

6.2 Percent of Total Responses					
Major Occupation Group	2-Digit O*NET Code	AS	AA	AIAN	NHPI
Management Occupations	11	15%	30%	5%	0%

6.1 Number of Responses Selecting One (or More) Race							
Major Occupation Group	2-Digit O*NET Code	AS	AA	AIAN	NHPI	White	Total
Construction and Extraction	47	12	31	18	6	427	494



6.2 Percent of Total Responses

Major Occupation Group	2-Digit O*NET Code	AS	AA	AIAN	NHPI
Construction and Extraction	47	2.4%	6.3%	3.6%	1.2%

SECTION II – AVAILABILITY ANALYSIS FOR RACE, SEX, AND ETHNICITY (BY MAJOR OCCUPATION GROUP)

PLEASE NOTE: You should complete this section only in connection with a program review conducted by your Registration Agency. The Registration Agency will provide you with assistance in completing this section.

A. Minimum Educational Attainment Levels Required for Program Enrollment

Select the minimum educational attainment qualification required to be eligible to enroll in the Major Occupation Group(s) covered by your apprenticeship program from among the options below.

Choose One:

- ☐ Not High School graduate
- ☒ High School graduate (including equivalency)
- ☐ Some College or Associate's degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctorate or professional degree

NOTE: The options listed immediately above correspond to the educational attainment categories for which the U.S. Government compiles workforce data by race, national origin, and sex. Use the same educational qualifications that are in your Standards; check all levels above that apply.

If additional qualifications, credentials, or skills are required for program enrollment beyond those listed above, list them here (please limit the number of characters to 2,000)

NOTE: These required additional qualifications must already be in the sponsor's Standards; they cannot be added subsequently.



B. Designated Recruitment Area for Apprentices

Select the category below that corresponds to the **relevant recruitment area** for each Major Occupation Group represented in your program.

Choose One:

- ☒ **External recruitment area** – the geographical area from which the sponsor usually seeks or reasonably could seek apprentices when recruiting from outside of its own current employees. An external recruitment area can be an area within a specific radius of a sponsor's location; a county or counties; or a state or states. Please provide a brief rationale for selecting this recruitment area:

Enter text here

- ☐ **Other recruitment area or source** – a source or geographic area *other* than an External Recruitment Area from which a sponsor seeks (or reasonably could seek) to recruit apprentices (such as from the sponsor's existing workforce). Please describe this source or area and explain your reason(s) for selecting it:

Enter text here

- ☐ **Combination of external recruitment area / other recruitment area or source** – If your program typically recruits apprentices from an external recruitment area AND another recruitment area or source (such as from your existing workforce), select this option, explain your reason for selecting it, and provide the estimated percentage of selectees that typically come from each source (e.g., 75% selectees from external recruitment area / 25% selectees from existing workforce):

Enter text here



C. Specifying the External Recruitment Area

If you are utilizing an External Recruitment Area, please complete the following items:

For each Major Occupation Group, we seek (or reasonably could seek) individuals who live in the following geographical zones or jurisdiction(s) (**CHECK ONE**):

- ☒ A political jurisdiction
- ☐ A geographical zone that is a specified radius from the sponsor's program location

If you checked "political jurisdiction" above, please specify the jurisdiction:

- ☒ County (ies): Travis, Bastrop, Hays, Blanco, Burnet, Williamson, Lee, Llano, San Saba, Burleson, Caldwell, Fayette, and parts of Coryell and Bell Counties
- ☐ State(s): State(s)

NOTE: Definitions for these Census Bureau political jurisdiction categories are provided in Attachment 3 of the Reference Guide.

If you instead checked "a specified radius from the sponsor's program location," please CHECK ONE of the following distances:

- | | | |
|-----------------------------------|------------------------------------|-------------------------------------|
| ☐ 5 miles | ☐ 25 miles | ☐ 300 miles |
| ☐ 10 miles | ☐ 50 miles | ☐ 500 miles |
| ☐ 15 miles | ☐ 100 miles | ☐ 1000 miles |
| ☐ 20 miles | ☐ 200 miles | |



SECTION III: UTILIZATION ANALYSIS (COMPARING THE WORKFORCE AND AVAILABILITY ANALYSES)

NOTE: The utilization analysis contained in this Section should initially be completed, **with the assistance of the Registration Agency**, at the first program review after the second anniversary of registration. Subsequent utilization analyses should be undertaken at the time of each subsequent program review (or at least once every three years if a program review does not take place).

Determining Whether the Establishment of Utilization Goals Is Necessary: Methods for Utilization Analysis

A. Using the Demographic Analysis Tool

OA strongly encourages you to use the electronic **Demographic Analysis Tool (DAT)**² to conduct a utilization analysis because it provides a streamlined process for conducting the analysis, and also utilizes the most accurate, up-to-date national demographic data. **You are eligible to utilize the DAT if you satisfy ALL of the following criteria:**

- If, for a Major Occupation Group, you do not require applicants to meet credentials or skills beyond those specified in the minimum educational attainment checkboxes in Section II. A (*see Section II. A above*);
- If, for a Major Occupation Group, you recruit apprentices **solely** from an **external recruitment area** (i.e., you choose to establish a recruitment area that is based on a source derived from U.S. Census Bureau data) (*see Section II. B above*), AND
- You choose to utilize either the “80% method” or the “two standard deviations method” (which are described in Section III. B below) for conducting a utilization analysis.

PLEASE NOTE: If you do **not** meet each of the three criteria listed above, you should contact the Registration Agency for assistance in conducting your utilization analysis.

B. Applicable Methodology for Utilization Analysis Review

Select the method used to evaluate whether the utilization of women, Hispanics or Latinos, or a particular racial minority group in your workforce is significantly less than would be reasonably expected given the availability of such individuals for apprenticeship:

- ☒ **80% Method** (Under the “80% method”, if utilization is less than 80% of availability, it is considered significantly less);
- ☐ **Two Standard Deviations Method** (Under the “two standard deviations” method, if utilization is more than two standard deviations less than availability, it is considered significantly less. A standard deviation is a statistical test that predicts the likelihood that an outcome – in this case, the outcome that utilization is less than availability – occurs by chance). **PLEASE NOTE: The “two standard deviations” method may only be used if the program sponsor employs a total of 30 or more apprentices**, as measured in Table 1 (Occupation Titles by Sex) of this Appendix C; or
- If you choose a method **OTHER** than the 80% Method or the Two Standard Deviations Method, you must describe it in the space below (please limit the number of characters to 2,000). **Please also note that selection of such an alternative method will disqualify you from utilizing the DAT.**

Enter text here

² The DAT utilizes U.S. Census Bureau data derived from the [EEO Tabulation EEO-ALL07R-N1: Educational Attainment \(6\) by Younger Age Groups, Sex, and Race/Ethnicity \(Part I\) for Residence Geography, Total Population, Number](#)



Eligible sponsors may complete the DAT by accessing RAPIDS:
<https://dol.appiancloud.com/suite/sites/registered-apprenticeship>.

After entering the data requested by the DAT, print a copy of the DAT Report, and attach it to this written AAP (Appendix C). Then proceed to Section IV below.



SECTION IV: UTILIZATION GOALS FOR RACE, SEX, AND ETHNICITY (IF NECESSARY)

PLEASE NOTE: *If the results of your utilization analysis (Section III above) did not identify any significant underutilization of apprentices by sex, race, or ethnicity in a Major Occupation Group, you may skip this section and proceed to Section V.*

Completion of Table 7 below is only required in connection with a program review conducted by a Registration Agency. The Registration Agency will provide you with assistance in completing this section.

Based on the analyses summarized in the **DAT Report**, identify the sex/race/ethnic group(s) for which the proportion in your Major Occupation Group was significantly less than that group's availability in the relevant recruitment area(s). Record the results in **Table 7** below by copying the "yes" and "no" utilization outcomes from the **DAT Report** in the second column of the Table.

Next, enter the percentage utilization goal for any race, sex, or ethnicity group in which there was significant underutilization. The goal for any such group must at least equal the corresponding availability figure in the **DAT Report**, rounded to the nearest whole number. For any row in which the response in the second column is "no," leave the third column blank.

TABLE 7 – Underutilization of Sex, Ethnicity, and Race

Population Group	Significant Underutilization? (Yes/No) [from the DAT Report]	Goal (%) [at least equal to the corresponding figures in the DAT Report]
Women		
HISP		
AA		
AS		
AIAN		
NHPI		

PLEASE NOTE: *The percentage goals listed in Table 7 above are not intended and will not be used by the program sponsor to discriminate against any qualified applicant or apprentice on the basis of race, color, religion, national origin, sex (including pregnancy, gender identity, and sexual orientation), sexual orientation, age (40 or older), genetic information, or disability. These goals do not supersede eligibility requirements for this apprenticeship program.*

The program sponsor will not use these goals as rigid and inflexible quotas; as either a ceiling or a floor for the selection of members of a particular group(s) as apprentices; or as a justification to extend a preference to any individual, select an individual, or adversely affect an individual's status as an apprentice. Instead, the sponsor will use these goals as objectives or targets, applying every good faith effort to make all aspects of the entire affirmative action program work and to attain the goals.



SECTION V – UTILIZATION GOALS FOR INDIVIDUALS WITH DISABILITIES

NOTE: The workforce analysis for individuals with disabilities (IWDs) in this Section should initially be completed by the second anniversary of the apprenticeship program's registration with a Registration Agency. Subsequent workforce analyses for individuals with disabilities should be undertaken at the time of each subsequent program review (or at least once every three years if a program review does not take place).

A. Workforce Analysis for Individuals with Disabilities by Occupation Title

Table 8 below shows, for each **Occupation Title** represented in the program, the numbers of apprentices in the workforce whose responses to the question "do you have a disability?" on their most recent Voluntary Disability Disclosure Form was "yes;" "no;" or "I do not wish to answer" (or who did not return the form).

TABLE 8 - Disability Status by Occupation Title

Number of Individuals Responding to the Question: "Do you have a disability?"					
Occupation Title	8-Digit O*NET Code	Yes	No	Did not answer or return form	Total Number of Individuals Responding Either 'Yes' or 'No'
Electrician	47-2111.00	8	188	15	196

B. Workforce Analysis for Individuals with Disabilities by Major Occupation Group

Table 9 below shows, for each **Major Occupation Group** represented in the program, the numbers and percentages of apprentices whose responses to the question "do you have a disability?" on their most recent Voluntary Disability Disclosure Form was "yes;" "no;" or "I do not wish to answer" (or who did not return the form).

TABLE 9 – Disability Status by Major Occupation Group

Number of Individuals Responding to the Question: "Do you have a disability?"						
Major Occupation Group	2-Digit O*NET Code	Yes	No	Did not answer or return form	Total Number of Individuals Responding 'Yes' or 'No'	Proportion of persons responding 'yes' to the total number of individuals that responded either 'yes' or 'no' (expressed as a percentage)
Construction and Extraction	47	8	188	15	196	4.08%



C. Identification of Potential Impediments for Individuals with Disabilities (IWDs)

The Major Occupation Group(s) in our program in which the percentage of IWDs was less than seven percent is/are listed in the **first column of Table 10 below**. For these groups, we reviewed our program to identify any impediments to equal opportunity for IWDs, with the results shown in the second column. The following are examples of impediments to achieving equal employment opportunity for apprentices with IWDs, which may be utilized in completing Table 10 below.

- ☐ Lack of effective outreach to IWDs
- ☐ Inaccessible methods for testing applicants' qualifications or readiness for progression
- ☐ Qualifications or other selection mechanisms that disfavor IWDs and are not job related
- ☐ Hostile or unwelcoming work environments for IWDs
- ☐ Different training opportunities or work assignments for IWDs than for others
- ☐ Different pay, disciplinary standards, or other working conditions for IWDs
- ☐ Failure to provide reasonable accommodations or information about reasonable accommodations
- ☐ Provisions in collective bargaining or employer acceptance agreements
- ☐ Other: *(fill in the blank)* _____

TABLE 10 – Impediments to EEO for IWDs

Major Occupation Groups in which the percentage of IWDs was less than 7%	Impediments to EEO for IWDs
Construction and Extraction	1. 2. 3.
	1. 2. 3.

SECTION VI – TARGETED OUTREACH, RECRUITMENT, AND RETENTION ACTIVITIES (IF NECESSARY)

PLEASE NOTE: Completion of this section is **mandatory** if you were required to adopt race, sex, or ethnicity goals (under Section IV of this written AAP) or if you found impediments to equal employment opportunity for IWDs (under Section V of this written AAP). Otherwise, completion of this section is purely optional.

In the coming year, we will undertake the outreach, recruitment, and retention activities listed below. These activities are targeted to the race/sex/ethnicity group(s) for which we adopted goals (as shown in **Section IV**) and/or to IWDs (if we found impediments to equal employment opportunity for such individuals, as shown in **Section V**).

1. We will disseminate information to organizations serving each underutilized group regarding the nature of our apprenticeship program, requirements for selection for apprenticeship, availability of apprenticeship opportunities, and our equal opportunity pledge. The Universal Outreach Tool (UOT) can help connect sponsors with local organizations who may be able to assist sponsors in meeting their outreach, recruitment, and retention goals; the UOT may be accessed at: <https://apprenticeshipusa.secure.force.com/eeoresourcetool>. These organizations and the group(s) that each serve are listed in **Table 11**:



TABLE 11 – Organizations Serving Underutilized Populations

Major Occupation Group	Underutilized Population (i.e., Women, AA, HISP, AS, AIAN, NHPI, IWDs)	Organization(s) serving population to which information will be disseminated

2. We will advertise all openings for apprenticeship opportunities by publishing advertisements in the following media that have wide circulation in our relevant recruitment areas:

Enter text here. (Please limit the number of characters to 2,000.)

3. We will cooperate with the following local school boards and vocational education systems to develop and/or establish relationships with pre-apprenticeship programs targeting students from each underutilized group to prepare them to meet the standards and criteria required to qualify for entry into our apprenticeship programs:

Austin ISD, Pflugerville ISD, Round Rock ISD, Hays ISD, Bastrop ISD, Lockhart ISD, Jarrell ISD, Florence ISD, Georgetown ISD

4. We will establish linkage agreements or partnerships with the following pre-apprenticeship programs, community-based organizations, advocacy organizations, or other appropriate organizations, in recruiting qualified individuals for apprenticeship:

Lonestar Construction Trades, Skillpoint Alliance, American Youthworks, VEEP

5. After every selection cycle for registering apprentices, we will evaluate and document the overall effectiveness of the above-targeted outreach and recruitment activities and refine them as needed.

[Choose one:]

☒ The documentation of the evaluations of these activities that we conducted (and any changes made to these activities in response to the evaluations) since the last review is attached to this written AAP; *or*

☐ We did not select or register any apprentices since the last review.

6. We *[Choose one:]* ☒ **will** / ☐ **will not** undertake the following optional activities:

☒ Enlist journeyworkers (i.e., experienced workers) from the underutilized group(s) to assist in implementing our AAP.

☒ Enlist journeyworkers from the underutilized group(s) to mentor apprentices and to assist with our targeted outreach and recruitment activities.

☒ Conduct exit interviews of each apprentice who leaves our apprenticeship program before completion



to understand better why he/she left and to help shape retention activities.

☐ Other:

Recruitment Activities

- ☐ • Disseminate information to organizations serving the underutilized group regarding the nature of the apprenticeship, requirements for selection for apprenticeship, availability of apprenticeship opportunities, and the equal opportunity pledge of the JATC. These organizations may include community-based organizations; local high schools; local community colleges; local vocational, career and technical schools; and local workforce system partners including One Stop Career Centers.
- ☐ • Advertise openings for apprenticeship opportunities by publishing advertisements in appropriate media which have wide circulation in the relevant recruitment areas.
- ☐ • Cooperate with local school boards and vocational education systems to develop and/or establish relationships with pre-apprenticeship programs targeting students from underutilized group to prepare them to meet the standards and criteria required to qualify for entry into apprenticeship programs.
- ☐ • Establish linkage agreements or partnerships enlisting the assistance and support of pre-apprenticeship programs, community-based organizations, advocacy organizations, or other appropriate organizations, in recruiting qualified individuals for apprenticeship.
- ☐ • Participate in electrical training ALLIANCE, DOL Office of Apprenticeship and/or State Apprenticeship Agency workshops and seminars to learn and discuss more about the need, ways and means of promoting and advertising for apprenticeship, and recruiting and retaining minorities, females, ethnically diverse individuals, and individuals with disabilities.
- ☐ • Dedicate staff time for EEO/AA compliance (Note: Describe, e.g., new full-time position; make this a percentage of the job of a designated individual or title.).
- ☐ • Develop and annually update a list of current recruitment sources that will generate referrals from all demographic groups within the relevant recruitment area.
- ☐ • Relevant recruitment sources may include:
 - ☐ o Vocational, career, and technical schools;
 - ☐ o Pre-apprenticeship programs;
 - ☐ o Federally funded, youth-job training programs such as YouthBuild and Job Corps or their successors;
 - ☐ o Community based organizations; or
 - ☐ o Community based colleges;
- ☐ • Identification of contact persons, mailing addresses, telephone numbers, and email addresses for all recruitment sources.
- ☐ • Provide recruitment sources with advance notice of apprenticeship openings so that they can notify and refer candidates. Such notification will include a copy of the Equal Opportunity Pledge.
- ☐ • Include in its list of referral sources groups within the JATC's jurisdictional area whose membership is focused on minorities, females, Hispanics or Latinos, and individuals with disabilities. Notify those groups when applications for apprenticeship are available.
- ☐ • Contact and seek to build position relationships with groups established or the purpose of assisting and



preparing minorities, females, Hispanics or Latinos, and individuals with disabilities for careers.

- • Make all participating Employers and Local Union Members aware of the need to recruit qualified applicants who are minorities, females, Hispanic or Latino, or have disabilities, and encouraging them to refer any potential candidates to the JATC.
- • Notice of Apprenticeship Opportunities and other application information will be disseminated in the media that is most likely to reach the minority, female, ethnic, and disabled communities, and will include information concerning the nature of apprenticeship, requirements for admission, availability of apprenticeship opportunities, sources of applications, and the JATC's EEO/AA Plan. The availability of trust funds and the effectiveness of such media advertising will be included in the annual review.
- • Develop a social media campaign as part of the JATC's outreach.
- • Participate in local secondary and post-secondary school programs and communicate with local Guidance Counselors and Placement Coordinators to make apprenticeship opportunities known, with emphasis on the need for minority, female, ethnically diverse, and disable applicants who meet the minimum qualifications. The JATC will also provide written notice of apprenticeship opportunities to all secondary and post-secondary schools within the sponsor's jurisdiction.
- • Sponsor outreach information activities with area guidance counselors, identifying requirements for entrance into apprenticeship and successful completion and/or program.
- • Post public announcements of the Apprenticeship Opportunity in commercial establishments and public facilities normally frequented by minorities and/or females.

Preparation of Potential Applicants

- • Identify those individuals who meet all minimum requirements except for the mathematics component and develop options or strategies to assist them in meeting this requirement. (If the applicant's original application response time has expired, she/he will need to reapply.)
- • The JATC will create or identify partnerships with pre-apprenticeship programs designed for or having significant participation by underrepresented groups. Depending upon the curriculum in that program, individuals successfully completing those programs will be offered direct interview or direct entry, subject to other requirements in the Standards and Selection Procedures.
- • The JATC will create or identify partnerships with programs designed for or having significant participation by underrepresented groups that provide curriculum similar to the Apprentice Program First Year curriculum. Individuals successfully completing those programs will be offered direct interview or direct entry, and advanced standing, subject to other requirements in the Standards and Selection Procedures.
- • The JATC will publicize to all referral sources, especially to those whose membership is focused on minorities, females, Hispanics or Latinos, and individuals with disabilities, the availability of any "hybrid" options of selection or to gain relevant job experience through the CW/CE classifications.

Equal Opportunity Awareness

- • Conduct annual informational classes or similar training for all apprentices, clearly and concisely explaining the JATC's Rules and Policies, including Equal Opportunity policies and Complaint Procedure.



- ☐ • Internally communicate its Equal Opportunity Policy in such a manner as to foster understanding, acceptance, and support among the sponsoring parties' various officers, supervisors, employees, and members and to encourage such persons to take the necessary action to aid the JATC in meeting its obligation in this area.

Mentoring and Retention Activities

- ☐ • Inform all classroom instructors to promptly report to the JATC any major signs of weakness in study habits or any detectable learning deficiencies, and identify strategies, assistance or referrals that can be offered to those apprentices.
- ☐ • The JATC recognizes that some selected applicants have been away from any formal education for some time, resulting in weakened study habits and math skills. The JATC will refer to programs to better prepare them for their related studies in the apprenticeship program.
- ☐ • Establish a committee of minority members who have reached Qualified Electrical Worker status (when Qualified Electrical Workers are available and willing to serve in such a capacity) for the purpose of recruiting more qualified minority applicants and to aid in the retention of minority apprentices. This special committee will be appointed by, and serve at the pleasure of, the JATC.
- ☐ • Establish a committee of female members who have reached Qualified Electrical Worker status (when Qualified Electrical Workers are available and willing to serve in such a capacity) for the purpose of recruiting more qualified female applicants and to aid in the retention of female apprentices. This special committee will be appointed by, and serve at the pleasure of, the JATC.
- ☐ • Establish a committee of ethnically diverse members who have reached Qualified Electrical Worker status (when Qualified Electrical Workers are available and willing to serve in such a capacity) for the purpose of recruiting more qualified ethnically diverse applicants and to aid in the retention of ethnically diverse apprentices. This special committee will be appointed by, and serve at the pleasure of, the JATC.
- ☐ • Establish a committee of members with disabilities who have reached Qualified Electrical Worker status (when Qualified Electrical Workers are available and willing to serve in such a capacity) for the purpose of recruiting more qualified individuals with disabilities as applicants and to aid in the retention of apprentices with disabilities. This special committee will be appointed by, and serve at the pleasure of, the JATC.
- ☐ • Conduct exit interviews with individuals leaving the apprenticeship program in an effort to identify reasons for dissatisfaction and meaningful efforts designed to improve retention.
- ☐ • Offer special classes for the purpose of tutoring apprentices.

[Choose as many as applicable, or none.]

Enter text here



SECTION VII – ANNUAL REVIEW OF PERSONNEL PRACTICES

PLEASE NOTE: You should initially complete this section by the second anniversary of your program's registration with a Registration Agency, and again on an annual basis.

We conduct a thorough, systematic, and comprehensive review at the program, industry and occupation level of our personnel processes related to the administration of the apprenticeship program annually. Such an annual review ensures that the apprenticeship program is operating free from discrimination based on race, color, religion, national origin, sex (including pregnancy, gender identity, and sexual orientation), sexual orientation, age (40 or older), genetic information, and disability.

Our reviews have included (but may not be limited to): the qualifications for apprenticeship, application and selection procedures, wages, outreach and recruitment activities, advancement opportunities, promotions, work assignments, job performance, rotations among all work processes of the occupation, disciplinary actions, handling of requests for reasonable accommodations, and the program's accessibility to individuals with disabilities (including the use of information and communication technology).

As a result of our most recent annual review, which was conducted on: (insert date), we made or will make the modifications to the program listed in **Table 12** below. Examples of modifications that may improve equal employment for apprentices may include, but not limited to:

- ☐ Developing, revising, or enhancing training or information sessions on EEO requirements, and providing a nondiscriminatory, welcoming work environment.
- ☐ Taking appropriate disciplinary actions (up to and including termination) against staff or apprentices who engage in unlawful harassment or otherwise fail to provide equal employment opportunity.
- ☐ Renegotiating or terminating collective bargaining or employer acceptance agreements to eliminate discriminatory policies or processes or otherwise allow the sponsor to address barriers or impediments to EEO.
- ☐ Taking steps to ensure that compensation in an occupational group does not vary based on any protected category.
- ☐ Revising work assignments to ensure that they do not discriminate on the basis of any protected category.
- ☐ Revising disciplinary standards to ensure that they do not discriminate on the basis of any protected category.
- ☐ Other provision of reasonable accommodations to IWDs: Fill in the blank

TABLE 12 – Modifications of Personnel Practices

Modification of Personnel Practices	Date Made or To Be Made



SECTION VIII – INVITATION TO SELF-IDENTIFY AS AN INDIVIDUAL WITH A DISABILITY

PLEASE NOTE: You should initially complete this section by the second anniversary of your program's registration with a Registration Agency, and again on each occasion that you update your written AAP.

- ☐ On (insert date), we began inviting all applicants for our program, at the time that they apply or are considered for apprenticeship, to inform us whether they believe that they are IWDs.
- ☐ We invited our then-current apprentices to self-identify on (insert date).
- ☐ Since then, we have continued to invite all applicants to self-identify when they apply, and all accepted applicants to self-identify after acceptance into the program but before they begin their apprenticeships.
- ☐ Every year, we have reminded all current apprentices that they may update their Voluntary Disability Disclosure Form. We sent our most recent reminder on (insert date).
- ☐ We use the Voluntary Disability Disclosure Form for these self-identification invitations.
- ☐ We keep the Voluntary Disability Disclosure Form separate from the application and the apprentice's program files.



SECTION IX – OFFICIAL ADOPTION OF THE WRITTEN AFFIRMATIVE ACTION PLAN

1. Adoption by the Sponsor

(where there is no labor union involvement in the sponsorship of the program)

Electrical Joint Apprenticeship and Training Committees adopts this written Affirmative Action Plan on this 14 day of October 20 24.

Signed by:

Gabriel Flores

401ECC1AA542404...

Signature of Sponsor's Representative

Gabriel Flores

Typed/Printed Name

October 24, 2024

Date

2. Adoption by Labor and Management Representatives of the Sponsor

(where applicable)

[Complete below ONLY IF there is joint union-management sponsorship of the apprenticeship program, and where separate signatures from labor union and management representatives are required.]

Electrical Joint Apprenticeship and Training Committees adopts this written Affirmative Action Plan on this 14th day of (October) 20 (year).

DocuSigned by:

Alan Bryan

338E4B38015E4AD...

Signature of Management Representative

Alan Bryan

Typed/Printed Name

October 24, 2024

Date

DocuSigned by:

Ben Brenneman

803812348938472...

Signature of Labor Representative

Ben Brenneman

Typed/Printed Name

October 24, 2024

Date



Appendix D

EMPLOYER ACCEPTANCE AGREEMENT

ADOPTED BY

**ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEES
REPRESENTING THE NATIONAL ELECTRICAL CONTRACTORS
ASSOCIATION, INC. AND THE INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS**

**DEVELOPED IN COOPERATION WITH THE
U. S. DEPARTMENT OF LABOR
OFFICE OF APPRENTICESHIP**



Appendix D

EMPLOYER ACCEPTANCE AGREEMENT

The undersigned employer hereby subscribes to the provisions of the Apprenticeship Standards formulated and registered by the **Electrical Joint Apprenticeship and Training Committees** and agree(s) to carry out the intent and purpose of said Standards for *(Insert occupation(s))* and accompanying Appendices and to abide by the rules and decisions of the Sponsor established under these Apprenticeship Standards. The undersigned employer further agrees to allow the **Electrical Joint Apprenticeship and Training Committees** to access the employer's records to confirm compliance with the terms of the Apprenticeship Standards and requirements of 29 CFR Part 29, subpart A, and Part 30. *(Insert Employer's name)* have been furnished a copy of the Standards and have read and understood them, and request certification to train apprentices under the provisions of these Standards. On-the-job, the apprentice is hereby assured qualified training personnel and adequate supervision during the apprenticeship. The training should follow the approved Work Process Schedule and Related Instruction Outline including the rotation of tasks. The employer further agrees to follow the selection procedures per the approved Standards consistent with the requirements set forth in 29 CFR § 30.10(b). This employer acceptance agreement will remain in effect until canceled voluntarily or revoked by the Sponsor, Employer, or the Registration Agency.

Click or tap here to enter text.
(Print Name of Employer Representative)

Click or tap here to enter text.
(Print Name of Sponsor Representative)

Signed: _____
(On Behalf of Employer)

Signed: _____
(On Behalf of Sponsor)

Date: _____

Date: _____

Employer Title: _____

Name of Company: _____

Address: _____

City/State/Zip Code: _____

Phone Number: _____

Fax: _____ Email: _____

NAICS Code (Optional): Click or tap here to enter text.

Employer Identification Number (Optional): Click or tap here to enter text.

cc: Registration Agency

Appendix E

ADMINISTRATION OF THE APPRENTICESHIP AND TRAINING PROGRAM

1. INTRODUCTION

Federal regulations in 29 C.F.R. Part 29 outline the requirements for registration of apprenticeship programs and set forth labor standards to safeguard the welfare of apprentices. Registration may be by the U.S. Department of Labor Office of Apprenticeship, or by a State Apprenticeship Agency recognized by that Office. 29 C.F.R. Part 30 sets forth the requirements for equal employment opportunity in registered apprenticeship programs.

The National Guidelines for Apprenticeship Standards (“NGS” or “National Standards”), developed by the *electrical training ALLIANCE*, are certified by the U.S. Department of Labor, Office of Apprenticeship, as substantially conforming to the requirements of Title 29 C.F.R. Parts 29 and 30. State Apprenticeship Agencies recognized by the Office of Apprenticeship to register local programs, and/or local laws, may impose additional requirements that must be addressed in local Apprenticeship Standards.

The purpose of these National Standards is to provide consistency across all apprenticeship programs sponsored by the IBEW and NECA. Local Apprenticeship Standards must conform to the National Guidelines, be approved by the *electrical training ALLIANCE* and be properly registered by each JATC or JATT that seeks to carry out an apprentices training program. Local Apprenticeship Standards contain the terms and conditions for the recruitment, selection, employment, training, and supervision of apprentices. Local Apprenticeship Standards must also meet the requirements of the local Registration Agency.

electrical training ALLIANCE Mission Statement

The mission of the *electrical training ALLIANCE* is to develop and standardize training to educate the members of The International Brotherhood of Electrical Workers and the National Electrical Contractors Association; ensuring they are providing the Electrical Construction Industry with the most highly trained and highly skilled workforce possible.

Philosophy Statement

Meeting the training needs of the Electrical Construction Industry is the primary objective of *electrical training ALLIANCE*. The foundation of our philosophy lies in a belief that training, and training alone, will determine the employability for the members of the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA).

The *electrical training ALLIANCE* believes that through quality training programs the membership of the IBEW will be provided with the skills, knowledge and abilities necessary to maintain performance superiority. This exceptional efficiency will enable members of NECA to produce the highest quality of work at the lowest possible cost.

The *electrical training ALLIANCE* believes that only through quality training programs can the IBEW membership be afforded employment that will provide a high standard of living. The *electrical training ALLIANCE* recognizes there are no shortcuts to becoming a competent journey-level electrical worker. Only through meaningful standards, adopted by highly structured programs, devoted to appropriate guidance, personal commitment, and consistent discipline, can this level of individual competency be accomplished.

The *electrical training ALLIANCE* believes a uniform national training program is essential to provide the most highly skilled workers and the most productive craftsmen. It believes that national skills standards are necessary to establish meaningful benchmarks, which will allow the processes that a

journey worker must demonstrate to be identifiable and consistent.

The *electrical training ALLIANCE* believes that through its National Apprenticeship Program, a clear-cut path for career development and occupational training is provided. The opportunities afforded are limited only by one's interest and aptitude. Meaningful, industry-driven apprenticeship produces competent craftsmen and thus insures the continued availability of a highly skilled workforce at minimum or no cost to the taxpayers.

The *electrical training ALLIANCE* believes it must continue to have a vision of the future while remaining faithful to its original commitment to meet training needs. Maintaining focus on this central objective—Quality Training—will lead the electrical construction industry into a bright and prosperous future.

The *electrical training ALLIANCE* recognizes that its reason for existence revolves around serving and assisting the members of the National Electrical Contractors Association and the International Brotherhood of Electrical Workers, on all levels, in all apprenticeship and training matters.

2. POLICY ON REGISTERING APPRENTICESHIP STANDARDS

When Local Apprenticeship Standards are initially adopted, or revised, there is *only one* accepted procedure that all IBEW/ NECA apprenticeship programs are to follow. This registration policy is referred to in the *IBEW/NECA pattern Inside Agreement*, Article V, which is Category I Language; *IBEW Basic Laws & Policies*, and *these National Requirements for Local Apprenticeship Standards*.

IBEW/NECA Category I Language

Section 5.01. The local apprenticeship standards shall be in conformance with national guideline standards and industry policies to ensure that each apprentice has satisfactorily completed the NJATC [now *electrical training ALLIANCE*] required hours and course of study. All apprenticeship standards shall be registered with the NJATC before being submitted to the appropriate registration agency.

IBEW Basic Laws & Policies

The Constitution provides that each local union has the power to adopt, or subscribe to, an apprenticeship system or training program, as the conditions may require. However, such shall not conflict with applicable standards or policies of the IBEW. No apprenticeship program that is a fractional part of an apprenticeable occupation recognized by the IBEW will be created. Apprenticeship programs should have responsible and equal participation by the local union and employer. The International has apprenticeship standards in the utility, inside and outside construction, manufacturing, telecommunications, and other branches of the Brotherhood. Local unions seeking to establish new or revised apprenticeship standards *shall* submit the proposed standards to the International President before submitting to the state, provincial, territorial, or federal agency. Any inside or outside Joint Apprenticeship and Training Committee (JATC) *shall* submit such proposed or revised standards to the National Joint Apprenticeship Training Committee (NJATC) [now the *electrical training ALLIANCE*] *before* submitting them to any Registration Agency. (*emphasis added*).

National Requirements for Local Apprenticeship Standards

Section 1. General

The JATC shall establish and adopt Standards governing the qualifications, selection,

employment, education, and training of all apprentices that conform with the *electrical training ALLIANCE National Requirements*, the CBA, and the requirements of the Registration Agency. These Standards (including the Selection Procedures and EEO/AA Plan), and any subsequent amendments, must be approved in advance by the *electrical training ALLIANCE* prior to being submitted to the appropriate Registration Agency for approval and registration.

The U.S. Department of Labor Office of Apprenticeship has various options under which national organizations such as the *electrical training ALLIANCE* can obtain approval of national standards, which can then be registered by local apprenticeship programs. While DOL refers to the method the *electrical training ALLIANCE* has used as “National Guidelines for Apprenticeship Standards”, under the rules adopted by the IBEW and NECA these are not “guidelines”, but requirements.

The procedures for registration or amendment of Local Apprenticeship Standards are consistent with these and other industry policies and practices. Apprenticeship Standards are not to be changed at the drop-of-a-hat, or because someone “thinks” it would be a good idea to add this, or delete that. The National Standards are just what the name implies, a model that is to be followed by one and all. Local apprenticeship programs have options they can choose and they can be modified to meet requirements of state or local laws or Registration Agencies, or as necessary. However, all changes in the JATC’s registered Standards, or variations from the National Standards, must be approved by the *electrical training ALLIANCE* before those changes are actually submitted to the Registration Agency.

If you are advised to alter your Standards, be sure the advising source is reliable and then ask that the specific requirements be submitted *in writing*. Do not accept the comments or recommendations of others as evidence that you are required to make modifications. You should discuss proposed modifications with the *electrical training ALLIANCE* before you proceed with any modifications.

3. PROCEDURE FOR REGISTERING NEW STANDARDS OR AMENDING EXISTING STANDARDS

- A. The National Guidelines for Apprenticeship Standards have been developed by and pre-approved by the *electrical training ALLIANCE* and the United States Department of Labor, Office of Apprenticeship (DOL).
- B. The JATC cannot omit or change provisions in the National Standards registered by the *electrical training ALLIANCE* with DOL, other than provisions where JATCs are given options, without (1) prior approval of the *electrical training ALLIANCE* and (2) approval and registration of the Standards by the Registration Agency. This is in compliance with IBEW Basic Laws and Policies; the IBEW-NECA Pattern Inside Agreement, Category-One Article V contract language; industry policy and practice, and the National Requirements.
- C. The DOL is requiring all national groups to follow a new format that is consistent with template standards provided for new sponsors. The relevant provisions of the 2019 Standards have been incorporated into this new format, which includes multiple appendices, including provisions on Selection Procedures and the EEO/AA Plan. The “Standards” is a single document that includes all the appendices.

- D. The *electrical training ALLIANCE* assumes that the JATC will create, submit for approval, and register Standards electronically, even if the Registration Agency requires paper copies. The following steps must be taken unless the Registration Agency has different procedures.
- E. The JATC shall obtain from the *electrical training ALLIANCE* the electronic Standards in order to create its Local Standards. Contact the *electrical training ALLIANCE* for assistance as needed. The JATC will draft the Local Standards by filling in the blanks and checking boxes in each document. Notes and other instructions are in *italics*. In the future, an online Standards Builder will be available for programs to use to assist in speeding the process.
- F. Once the JATC completes drafting, the JATC must submit the draft Local Standards to the *electrical training ALLIANCE* for approval. If the JATC wishes to propose any changes or omissions from the National Requirements, they must be clearly indicated (e.g., through redlining/track changes, commenting on document(s), or via email). The JATC should include an explanation, a copy of any documents modified to meet state requirements, and any other supporting materials that may be relevant. The *electrical training ALLIANCE* will remove any notes or italics in the final document(s).
- G. After receipt of approval of the draft Standards by the *electrical training ALLIANCE*, the JATC will officially adopt the Standards. The adoption will be indicated on the signature page, which will include the signatures of the JATC Chair and Secretary. Electronic signatures may be used unless the Registration Agency requires otherwise. The Committee or Trustees, as applicable, not the *electrical training ALLIANCE*, is responsible for adopting and complying with the JATC's Standards.
- H. The JATC will then submit its adopted Standards to the Registration Agency, along with the appendices and reference guide using whatever procedures are required by the Registration Agency. This must be done within 180 days after new standards are issued by the *electrical training ALLIANCE*.
- I. If a Registration Agency proposes changes to or objects to provisions in the Standards, the JATC must contact the *electrical training ALLIANCE* for advice and assistance. When approved, the Standards will be signed by the Registration Agency Representative.
- J. The Standards become effective upon approval by the Registration Agency. Upon receipt of approval, the JATC will provide copies of the approved Standards to the *electrical training ALLIANCE*, NECA Chapter Manager, and IBEW Local Business Manager.

4. THE JOINT COMMITTEE AND JOINT APPRENTICESHIP TRUST

- A. The JATC and JATT shall be composed of eight (8) members: The IBEW Local and NECA Chapter shall each appoint an equal number (4) of individuals who shall serve as both Committee members and Trustees. These dual appointments as Committee Member and Trustee must be in writing. Individuals appointed by the NECA Chapter must be members or employees of NECA and active in the Industry. Individuals appointed by the IBEW Local must be members or staff of the IBEW and active in the Industry. Current Committee members/Trustees shall be identified in the Rules and Policies and/or on the JATC's website.
- B. The term of office shall be for four (4) years. The term of one (1) NECA appointee and one (1) IBEW appointee shall expire each year on December 31. A Committee member/Trustee may be reappointed. Any reappointment shall also be in writing for the same specified term.

- C. The Committee shall select from its membership, but not both from the same party, a Chairman and a Secretary, who shall retain voting privileges as members. The Committee may establish term limits for officers if not otherwise established by its governing documents.
- D. JATC members shall complete their appointed term unless removed for cause by the party to the CBA that appointed them, they voluntarily resign or die. All vacancies shall be filled immediately by the party who appointed that individual to complete the unexpired term. The IBEW Local and NECA Chapter each retain the discretion to determine what is "cause" subject to any applicable local or national IBEW or NECA rules. JATC/JATT minutes shall reflect all appointments, reappointments, resignations, and terminations of Committee members/ Trustees.
- E. The Committee and Trustees shall adopt appropriate internal policies and procedures for their respective areas of responsibility and the conduct of Committee members/Trustees, including confidentiality. The JATC shall also ensure that Committee members/Trustees have access to appropriate education regarding their obligations and duties, as an expense of the Trust.
- F. The Committee may establish or authorize one or more joint subcommittees to be similarly constituted and appointed for training purposes to meet a specific need, such as a Residential or Telecommunication subcommittee. Such subcommittees may be established at the discretion of the Committee and shall remain in place until terminated by a majority vote of the Committee. Subcommittee members shall be appointed by the sponsoring parties in the same manner that the JATC members are appointed. Members of a subcommittee may or may not be JATC members. Subcommittees shall operate under the same rules as the Committee. There shall be no subcommittee of the JATT unless permitted by the terms of the Trust Agreement.
- G. The JATC shall meet at least once a month, and on call of the Chairman when a specific need arises. The JATC may agree to cancel a regularly scheduled monthly meeting due to specific or unusual circumstances. Upon notice by the Chairman and Secretary, a JATC meeting may be held via audio, video, or other electronic conference. JATC members in attendance, through any authorized means, may vote. There must be at least one (1) JATC member present who was appointed by each party to establish a quorum at JATC meetings. Each party shall have a total number of votes at JATC meetings equal to its allowable number of JATC members, regardless of the number of members present. In the event the parties are divided on an issue, each party may cast one full vote as if all were present. A vote to abstain is an official vote, it represents one of the votes the sponsoring party is entitled to and is not counted as either a yea or a nay. An individual member must be present (in-person or electronically) to personally vote on JATC matters. No absentee votes or proxy votes will be valid.
- H. Due to the confidential nature of Apprenticeship Agreements and apprentice records and issues, all JATC meetings are to be considered as "closed" meetings, except where applicable law provides otherwise.
- I. There are to be no alternate or ex-officio members of the JATC. Consultants and guests may be invited to or permitted to attend meetings of the JATC but shall have no official voice and no vote. A designated representative of the IBEW Local or the NECA Chapter, such as the local union Business Manager or NECA Chapter Manager, shall have the right to attend a JATC meeting with due notice given the JATC.

- J. Meetings of the JATT should be scheduled in the same manner, following the meeting of the JATC, and follow similar procedures as those for JATC meetings, unless the Trust Agreement provides otherwise.

5. ADMINISTRATION OF THE APPRENTICESHIP AND TRAINING PROGRAM

- A. The apprenticeship and training program shall be administered by the Trustees and the Committee. The Trustees shall administer the JATT under the terms of the Trust Agreement and applicable law. The Trustees and the Committee may, if they are named fiduciaries under ERISA, allocate responsibility between them for operation of the apprenticeship program, except for non-allocable Trustee responsibilities. Absent some other agreement, the duties of the Trustees shall be limited to those set forth in the Trust Agreement or law.
- B. The JATC shall establish and adopt Standards governing the qualifications, selection, employment, education and training of all apprentices that conform with the *electrical training ALLIANCE* National Requirements for Local Apprenticeship Standards, the CBA and the requirements of the Registration Agency. These Standards (including the Selection Procedures and EEO/AA Plan), and any subsequent amendments, must be approved in advance by the *electrical training ALLIANCE* prior to being submitted to the appropriate Registration Agency for approval and registration.
- C. These Standards, after approval by the *electrical training ALLIANCE* and the Registration Agency, shall supersede all previous JATC Standards. Apprenticeship Agreements in force under preceding Standards shall remain in force unless changed by written consent of the apprentice, the JATC and the Registration Agency.
- D. Pursuant to the apprenticeship language in the applicable CBA, the IBEW-NECA pattern Inside Agreement Article V, IBEW Basic Laws and Policies, and industry practice, these Standards shall apply to the IBEW Local Union and NECA Local Chapter and; their members; to employers who are party to the CBA or are otherwise signatory or participating employers; to all applicants and apprentices in this Apprenticeship Program; and to all others receiving training from this Apprenticeship Program.
- E. The provisions of these Standards shall not be construed as permitting violation of any applicable local, state, or Federal law.
- F. These Standards shall not be interpreted as being inconsistent with existing or subsequent local CBA language establishing more demanding standards; the more demanding standard shall always prevail.
- G. The jurisdictional area which these Standards cover shall be the wage area as set forth in the local CBA. The jurisdictional area is described in the Rules and Policies.
- H. All funds for the operation of the apprenticeship and training program shall be held in a Trust Fund established by the IBEW Local and the NECA Chapter. The Trustees shall administer the Trust Fund in accordance with the Trust Agreement and applicable law.
- I. Whenever these Standards refer to providing any type of document, information, notice or other communication, unless otherwise specified or required by the Registration Agency or applicable law, such communications and transmittals may be made by any effective means, including electronic or digital transmission.
- J. The JATC and/or JATT are responsible for compliance with all applicable federal, state and

locals laws. While the JATC or JATT may assign responsibilities (e.g. to a Training Director), or retain other professionals (e.g. attorneys, accountants, testing professionals) to assist in compliance, the obligations remain on the JATC and/or JATT. This includes compliance with 29 C.F.R. Parts 29 and 30, and federal EEO laws (See Appendix E).

6. DUTIES OF THE JATC/JATT

- A. The JATC may develop training for Journeyworkers, pre-apprenticeship programs, and other related training, so long as such programs do not violate applicable law.
- B. The JATC may employ a Training Director or other staff to assist in the day-to-day operation of the apprenticeship and training programs. All governing responsibility for the apprenticeship program and for compliance with applicable laws rests with the JATC and/or the Trustees of the JATT, and cannot be delegated, including assuring full compliance with these Standards, the EEO/AA Plan, and the Selection Procedures.
- C. The JATC shall determine the number of apprentices needed to keep the jurisdictional area supplied with an adequate number of Journey-level workers in the areas covered by these Standards. The JATC shall consider all factors (e.g., employment opportunities, attrition) having a bearing on the number of apprentices needed when determining the number to register. The JATC shall also consider its capability to provide on-the-job training and related instructional training.
- D. The JATC shall see that each apprentice satisfactorily completes the minimum course materials and curriculum produced by the *electrical training ALLIANCE*.
- E. The JATC shall periodically review the progress of each apprentice to ensure they receive supervised on-the-job experience in the work processes and job tasks as outlined in these Standards (See Appendix A).
- F. In order to provide diversity of training and/or employment opportunities, the JATC shall have full power and authority, as per the CBA, to assign, transfer, or reassign apprentices from one job or shop to another, or from one participating employer to another. All OJT transfers and assignments shall be issued by the JATC as set forth in the CBA.
- G. The JATC is not an employer of apprentices engaged in on-the-job training and is not obligated to ensure the employment of any apprentice. The JATC shall endeavor to keep all apprentices employed in a reasonably continuous manner with the participating employers, while also ensuring a diversity of on-the-job training.
- H. Since the JATC is not an employer of apprentices, nothing in these Standards regarding the JATC's duties regarding OJT shall be interpreted to change or relieve any rights or duties of Employers. Except where required by applicable federal or state laws, nothing in these Standards is intended to create any right or obligation enforceable by apprentices against the JATT, the Trustees, the JATC, the IBEW Local, or the NECA Chapter.
- I. The JATC shall follow any procedures required by the Registration Agency for registration of new apprentices and for providing or updating information about registered apprentices.
- J. The JATC shall adopt written Rules and Policies and applicable procedures that set out the rights and responsibilities of applicants, apprentices or other participants, and applicable procedures. The Rules and Policies shall not be inconsistent with the Standards or other requirements adopted by the *electrical training ALLIANCE* to implement the Standards. The Rules and Policies shall

be consistently applied in a non-discriminatory manner. Every registered apprentice shall be provided a copy of the Rules and Policies at the time of registration and a copy of all subsequent modifications and must sign an acknowledgement. Rules and Policies may be provided through, and receipt acknowledged, by electronic means. A copy of the JATC's Rules and Policies (and subsequent changes) shall be submitted to the Registration Agency if so required by the Registration Agency.

- K. The JATC and/or JATT may establish such other rules, policies, and procedures as they deem appropriate for their internal operations (e.g., finance and administration, confidentiality, operation of OJT) or as may be required by law or to implement the Standards.
- L. In the first quarter of each year, the JATC shall provide the IBEW Local and the NECA Chapter a summary of the JATC's activities for the preceding year. The summary shall include a review of the prior year's EEO/AA Plan, its overall effectiveness, and changes made to the EEO/AA Plan as a result of the review. Such report shall not include any information identifying individual apprentices in any manner. The JATC shall work cooperatively with the *electrical training ALLIANCE* in timely completing any Industry surveys and reports requested by the *electrical training ALLIANCE* and in maintaining the National Requirements.
- M. The JATC shall maintain records as required by law.

7. QUALIFICATIONS & DUTIES OF PARTICIPATING EMPLOYERS

- A. The JATC shall determine the adequacy of each participating Employer to provide apprentices the necessary training needed to gain experience in the various job tasks and work processes of the occupation. The JATC shall have the authority to suspend or withdraw the approval of an Employer to train apprentices when appropriate. The JATC shall establish minimum expectations for all Employers consistent with these Standards. The JATC may also conduct orientations, workshops, or other educational sessions for Employers to explain the Apprenticeship Program's Standards and the operation of the Apprenticeship Program.
- B. An Employer who is eligible to train apprentices shall be signatory to a local CBA, comply with the qualifying requirements as set forth in the CBA, and be able to provide the necessary work experience for training as determined by the JATC. Participating Employers must comply with all provisions of the Apprenticeship Program including the Standards, the JATC's Rules and Policies and any other rules or agreements required by the JATC. An Employer shall only secure apprentices through the JATC. Participating Employers shall contribute to the JATC Trust Fund at the rate established in the CBA. Failure to contribute to the Trust Fund may be just cause for removing any apprentices from an Employer.
- C. While an apprentice is on the job site, it shall be the responsibility of that Employer to provide the apprentice a non-discriminatory and safe workplace and conditions of employment and work assignments that the apprentice can safely perform. The Employer is responsible for instructing apprentices in safe and healthful work practices and shall ensure that the apprentice is trained in facilities and other environments that are in compliance with either the Occupational Safety and Health Act standards promulgated by DOL or State or local standards that have been found to be at least as effective as the Federal standards.

- D. The Employer will assign apprentices to those Journeyworkers who have the ability to adequately train and supervise the on-the-job training of the apprentice based upon the work processes being learned.
- E. Employers must cooperate with the JATC by ensuring the timely and accurate completion of work reports and such other evaluations as the JATC requests of apprentices. Employers must promptly inform the JATC of any serious complaints or grievances by or against apprentices, including but not limited to complaints of discrimination or harassment, and permit the JATC on request to monitor any investigation involving apprentices. Employers will also participate in appropriate training provided by the JATC, such as that required by 29 C.F.R. Part 30, or provide equivalent training to its employees and provide a certification of compliance to the JATC
- F. All Participating Employers shall be provided a copy of the Standards and the JATC's Rules and Policies and shall be required to sign an Employer Acceptance Agreement.

8. Duties of the Residential or Telecommunications Subcommittee

- A. The ☒ Telecommunications or ☐ Residential Subcommittee shall consist of a total of four (4) members: two (2) who are qualified and duly appointed to represent the NECA Chapter, and two (2) who are qualified and dully appointed to represent the IBEW Local Union.
- B. Subcommittee members representing labor will be employed in, or formerly employed in, the ☐ residential electrical field or ☒ telecommunications field. Subcommittee members representing management shall represent employers who perform construction, installation, and/or maintenance work in the ☐ residential electrical field or ☒ telecommunications field.
- C. Subcommittee members shall be appointed by the sponsoring parties in the same manner that JATC members are appointed. Members of a Subcommittee may or may not be JATC members. Subcommittee members shall not serve as JATC Trustees unless they also serve as JATC members.
- D. The Subcommittee shall select from its membership, but not both from the same party, a Chairman and a Secretary who shall retain voting privileges.
- E. Each sponsoring party must have at least one (1) Subcommittee member present to establish a quorum at Subcommittee meetings.

Each sponsoring party shave have a total number of votes at Subcommittee meetings equal to its allowable number of Subcommittee members as stipulated above, regardless of the number of members present.

An individual member must be physically present to personally vote. Written (absentee) votes are not acceptable.
- F. The Subcommittee shall meet at least quarterly and on call of the Chairman when a specific need arises. The Subcommittee may agree to cancel one (1) regularly scheduled meeting during the calendar year due to specific or unusual circumstances.

- G. The Subcommittee will recommend to the JATC the number of new ☐ residential wireman or ☐ telecommunication technician apprentices it feels are needed to meet local industry needs.
- H. The Subcommittee may offer to the JATC recommendations for proposed Policy Statement modifications related to the ☐ Residential or X Telecommunications program.
- I. The Subcommittee shall submit an annual report to the JATC, summarizing its work for the year.
- J. Any action taken by the Subcommittee is subject to review by the JATC. The JATC is the authoritative entity for administration of the Apprenticeship Standards, Selection Procedures, and EEO/AA Plan.



Appendix F

EEO Policies and Procedures

Appendix F

EEO Policies and Procedures

I. Affirmative Action and Equal Opportunity

National data analyzed by the U.S. Department of Labor (DOE) reflects that in people of diverse race and ethnicity, women and individuals with disabilities have not shared proportionately in the rewards and opportunities within many industries and occupations. DOE determined, in revising the regulations in 29 C.F.R. Part 30, that more aggressive action is needed to attract, select, and retain qualified applicants into apprenticeship programs, including more individuals of diverse race and ethnicity, women, and individuals with disabilities.

The IBEW-NECA segment of the Electrical Construction Industry has vigorously attempted to maintain an open-door application policy regardless of race, color, ethnicity, religion, national origin, sex, age, disability, and other protected characteristics. The JATC will engage in reasonable equal opportunity and affirmative action measures intended to increase the recruitment of qualified minorities, females, and individuals with disabilities who apply for, are selected, and ultimately become Journeyworkers.

The *electrical training ALLIANCE* has developed, and the JATC has or will be adopting these EEO Policies and Procedures set out in this Appendix F, and the Affirmative Action Plan in Appendix C. The JATC is committed to the concept and practice of Equal Employment Opportunity and Affirmative Action in all aspects of its apprenticeship programs and services. No apprentice or applicant for apprenticeship, or any other participant in JATC programs or services, will be treated differently or otherwise discriminated against on the basis of race, color, religion, national origin, sex, (including pregnancy and gender identity), sexual orientation, age (40 or older), genetic information, disability, or other characteristics or conduct protected by state or local law as set out in the EEO Pledge.

The EEO Policies and Procedures and Affirmative Action Plan are intended to comply with, and shall be interpreted consistent with, the affirmative action obligations under 29 C.F.R. Part 30, Title VII of the Civil Rights Act of 1964 (Title VII), the Age Discrimination in Employment Act (ADEA), Title I of the Americans with Disabilities Act (ADA), the Genetic Information Non-Discrimination Act (GINA) and any other federal, state or local non-discrimination laws applicable to the JATC. If the JATC is or in the future becomes a recipient of federal financial assistance, through grants or otherwise, these policies and procedures will be interpreted to be consistent with the applicable laws, including but not limited to Title VI of the Civil Rights Act, Section 504 of the Rehabilitation Act, the Age Discrimination Act, and Title IX of the Education Amendments.

These EEO Policies and Procedures and the AA Plan will remain in effect until they are updated by the *electrical training ALLIANCE*, or until the JATC determines (based on its annual review) that there is a need to make amendments or revisions. Any and all changes must be submitted to the *electrical training ALLIANCE* and the Registration Agency for approval before implementation.

II. Responsibility for Implementation

The coordination of responsibility for implementation of the EEO/AA Plan and any related policies and practices is assigned by the Committee to the **Training Director** *[insert title(s)]* who shall serve as the JATC's EEO/AA Coordinator(s). The EEO/AA Coordinator(s) has the full resources, support of and access to JATC, Local Union and Local Chapter leadership to insure effective implementation. The designation of a responsible person, as required by DOE regulations, does not relieve the Committee from its obligation to ensure compliance with 29 C.F.R. Part 30 and applicable laws, or the effective implementation of this

EEO/AA Plan.

[Note: The following is a list of typical tasks that may be required to implement the requirements in 29 C.F.R. Part 30. The JATC has the option to modify the other descriptions or to assign responsibility to other individuals].

The duties and responsibilities of the EEO/AA Coordinator(s) include, but are not limited to:

- *Monitoring all registered apprenticeship activity to insure compliance with the non-discrimination and affirmative action obligations;*
- *Developing and implementing EEO/AA policies;*
- *Developing and implementing internal and external communication techniques;*
- *Identifying potential problem areas;*
- *Assisting the JATC and others to arrive at solutions to identified problems;*
- *Serving as liaison between the JATC and enforcement agencies;*
- *Serving as liaison between the JATC and organizations, community action groups or other entities concerned with employment opportunities for minorities, women and individuals with disabilities;*
- *Keeping the JATC, Local Union and Local Chapter informed of the latest developments in the equal opportunity area;*
- *Meeting with the NECA Chapter and contractors as appropriate to make certain that they are familiar with the latest developments in equal opportunity and addressing issues on the job;*
- *Maintaining required records;*
- *Generating and submitting reports as required by the relevant Registration Agency; and*
- *Designing and implementing auditing and reporting systems that, on an annual basis (as appropriate) will measure the effectiveness of the EEO/AA Plan, determine the degree to which the JATC's goals and objectives are being attained, and identify any need for remedial action. This includes compliance with 29 CFR Part 30 requirements for annual self-evaluation, and validation of all selection procedures to ensure they meet the Uniform Guidelines on Employee Selection Procedures.*

III. Dissemination of EEO/AA Plan

The JATC will inform all applicants for apprenticeship, apprentices, and individuals who operate or administer any aspect of the registered apprenticeship program, of its commitment to equal opportunity and its affirmative action obligations. At a minimum, the JATC will (*select all that apply*):

- **Publish its Equal Opportunity Pledge in the Apprenticeship Standards and in other relevant publications, such as the JATC's Rules and Policies; newsletters; recruitment publications and other appropriate publications; other documents disseminated by JATC; or documents that otherwise describe the nature of the sponsorship;**
- *Post its Equal Opportunity Pledge on its website and bulletin boards, and through electronic media, to ensure that it is accessible to all apprentices and apprenticeship applicants;*
- *Conduct orientation information sessions for new apprentices, and periodic information sessions for apprentices, JATC staff, instructors and the JATC;*
- *Provide the EEO/AA Plan to the leadership of the Local Union and NECA Chapter; and,*

- **Provide copies of the EEO Pledge and other information to participating employers for their employees who are connected with the administration or operation of the apprenticeship program.**

IV. Anti-Harassment Training

As part of its efforts, the JATC will provide periodic anti-harassment training for all apprentices, JATC staff, instructors, and Committee members. This training must be attended in-person or be completed via interactive online training. The training must communicate, at minimum, the following: (a) that harassing conduct will not be tolerated; (b) the definition of harassment and the types of conduct that constitute unlawful harassment on the basis of race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, and disability; and, (c) the right to file a harassment complaint.

The JATC will also take steps, in consultation with the Local NECA Chapter, to ensure that all individuals connected with the administration or operation of the apprenticeship program will receive similar anti-harassment training, including all supervisors and Journeyworkers who work with apprentices.

V. Universal Outreach and Recruitment

The JATC will implement measures to ensure that its outreach and recruitment efforts for apprentices extend to all persons available for apprenticeship within the sponsor's relevant recruitment area without regard to race, color, religion, national origin, sex (pregnancy, gender identity), sexual orientation, age (40 or older), genetic information, or disability. These actions are identified in Appendix C.

VI. Non-Discrimination and Equal Employment Opportunity

The JATC does not, and will not, discriminate against an apprentice or applicant, or any other participants in JATC programs and services, on the basis of race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age (40 or older), genetic information, or disability with regard to any aspect of its apprenticeship programs, including but not limited to recruitment, outreach, and selection procedures, grading, assessment, and advancement; on-the-job opportunities and assignments; rates of pay; imposition of penalties or other disciplinary action and termination; and, any other benefit, term, condition, or privilege associated with apprenticeship.

VII. Selection of Apprentices

The JATC's procedures for selection of apprentices are included in its Standards and Selection Procedures described in Appendix A.

The JATC has reviewed its apprentice selection methods and has determined that they meet the following requirements:

- *Compliance with the Uniform Guidelines on Employee Selection Procedures ("UGESP") and 29 C.F.R. Part 30, including the requirements to evaluate the impact of the selection procedures on race, sex, and ethnic groups (Hispanic or Latino/non-Hispanic or Latino); to demonstrate job-relatedness and business necessity for those procedures that may result in adverse impact in accordance with the requirements of UGESP; and to annually review its processes.*
- *The selection procedures are uniformly and consistently applied to all applicants and apprentices.*
- *The selection procedures comply with Title I of the ADA and the EEOC's implementing regulations at 29 C.F.R. Part 1630.*

- *The selection procedures are facially neutral in terms of race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, and disability.*
- *The selection procedures do not screen out or tend to screen out individuals with disabilities or classes of individuals with disabilities on the basis of disability. To the extent this does occur, the standard, test, and other selection criteria, are job related for the position in question and are consistent with business necessity.*

VIII. Prohibition of Harassment

The JATC does not tolerate conduct, whether intentional or unintentional or verbal or physical, that results in harassment of an individual or group, or that creates an intimidating, hostile, or offensive work and training environment, on the basis of race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, disability, or other protected characteristics.

The JATC has developed and implemented procedures to prevent and address harassment of apprentices, including the following activities:

- Communicate to all individuals involved with the Apprenticeship Program that harassing conduct will not be tolerated.
- Provide anti-harassment training to all apprentices, JATC staff, and Committee members, and work with participating Employers to ensure that similar training is provided to all of their employees who have dealings with or supervisor apprentices.
- Make all facilities and apprenticeship activities available without regard to any protected characteristic; and,
- Establish and implement procedures for investigating and resolving complaints of harassment.

The JATC expects its employees, apprentices, and Employers and their employees, to treat each other with respect and dignity. Discriminatory harassment not only hurts the immediate victim but can result in a general atmosphere in which the purpose of the apprenticeship and training program is undermined.

All managers, supervisors, instructors, employees, and apprentices have a responsibility to maintain an environment free of unlawful harassment. JATC employees or apprentices who engage in such conduct will be disciplined, up to and including termination of employment or from the program. Employers who engage in such conduct against apprentices, or who permit their employees to do so, may be denied access to apprentices.

Unlawful discriminatory harassment is defined as unwelcome and unsolicited conduct when:

- Submission to such conduct is either explicitly or implicitly made a term or condition of an individual's employment; submission to or reject of such conduct is used as the basis for employment decisions affecting the individual; or,
- Such conduct has the purpose of effect or unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Examples of conduct that may be discriminatory harassment if based upon protected characteristics include:

- Epithets, slurs, negative stereotyping, or threatening intimidating or hostile acts that relate to an individual's characteristics:
- Graphic, abusive, degrading, intimidating, or offensive jokes, comments, remarks, or gestures directed at an individual.

- Physical contact or intimidation against an individual;
- Teasing, tricks, gossip, workplace slights;
- Display of pictures, posters, graffiti, objects, or other materials; or,
- Other conduct intended to harass, intimidate, or retaliate against an individual or group based on protected characteristics.

Complaints of harassment should be made under the Complaint Procedures in Part I 28.6.

IX. Reasonable Accommodation Because of Religion

Under Title VII, the prohibition on discrimination based upon religion includes the obligation to make reasonable accommodations for religious beliefs or practices unless the accommodation would impose an undue hardship. The definition of “undue hardship” for religious accommodations is imposing a more than a *de minimus* burden on the Employer, program, or others.

Apprentices who believe they need a modification or adjustment of any JATC Rules and Policies or other aspects of the apprenticeship because of their religious practices and beliefs should make the request in writing to the EEO/AA Coordinator. If the request involves on-the-job training or an Employer, the request must also be made to that Employer. In some cases, documentation may be needed. Certain requests may require review and approval by the JATC. The ability to accommodate absences from mandatory classes may be limited by the JATC’s absence policy and the availability of make-up classes.

X. Retaliation Prohibited

The JATC will not tolerate any form of intimidation, coercion, threats, adverse actions, or other forms of retaliation against an applicant or apprentice who has: (i) made an internal or external complaint of discrimination or harassment on the basis of protected characteristics or other alleged violation of this EEO/AAP or applicable federal, state, or local equal opportunity law, or otherwise opposed any unlawful discriminatory practices; (ii) furnished information to, or assisted or participated in any manner, in any investigation, compliance review, proceeding, or hearing under these policies or under any federal, state, or local equal opportunity law; or, (iii) otherwise exercised any rights and privileges under this EEO/AA Plan, 29 C.F.R. Part 30 or any federal, state, or local equal opportunity law. These are collectively “protected activities”.

All persons contacted in the course of an investigation will be advised that they and other individuals involved in a complaint are entitled to be treated in a professional and respectful manner, and that any retaliation or reprisal against an individual based upon protected activities is prohibited and could result in discipline up to, and including, termination of employment or discharge from the program.

Complaints of retaliation should be made under the Complaint Procedures in Section XVI.

XI. Employer Responsibilities

Employers who provide on-the-job training to apprentices in this program are expected to work cooperatively with the JATC on EEO matters and this EEO/AA Plan. IBEW-NECA apprenticeship programs have always worked cooperatively with contractors and the Local Union to prevent and address discrimination and harassment of apprentices on the job. DOL regulations under 29 C.F.R. Part 30 impose obligations on JATCs concerning on-the-job discrimination and harassment. The JATC will develop new processes, in consultation with the Local NECA Chapter and the Local Union, to address these issues.

Employers are expected to establish their own policies against discrimination, harassment, and retaliation, including procedures for filing, investigating, and resolving of complaints. Employers should understand

that under federal, state, and local anti-discrimination laws, they may be responsible for harassment of apprentices by their supervisory employees and under some circumstances, by co-workers. The failure of an Employer to take appropriate action regarding an apprentice's complaint of discrimination, harassment, or retaliation on the job may result in the contractor being denied access to apprentices in the program.

XII. Americans with Disabilities Act Compliance

The JATC is committed to compliance with the requirements of the ADA and other laws protecting persons with disabilities. The JATC will not discriminate against qualified applicants or persons with disabilities in its application, testing, selection, or training opportunities. Reasonable accommodations will be provided unless they would impose an undue hardship or result in a fundamental alteration of the program.

The JATC is also committed to helping apprentices with disabilities in dealing with Employers that provide on-the-job training. Apprentices who believe they have been subjected to discrimination or denied reasonable accommodation by an Employer should bring the matter to the attention of the EEO/AA Coordinator.

XIII. Mentoring and Other Support for Apprentices

The JATC acknowledges DOL's concerns that in many industries, including the construction industry, women, minorities, and individuals with disabilities have a higher drop-out or termination rate than others. The JATC recognizes that these traditionally underrepresented groups, as well as others who lack experience with unionized apprenticeship, the building trades, or the electrical construction industry; often struggle in their first year. The JATC will seek to address these concerns through the following activities (*select all that apply or include others*):

- ☒ *Tracking and monitoring retention rates for women, minorities, and individuals with disabilities, as well as those without prior experience with unionized apprenticeship, the building trades, or the electrical industry;*
- ☐ *Establishing pre-apprenticeship programs for underrepresented or non-traditional applicants;*
- ☒ *Mentoring programs involving instructors, senior apprentices, journeymen, and/or other apprentices;*
- ☒ *Consideration of other best practices for retention in the unionized electrical industry and building trades; and,*
- ☐ *Other actions described Affirmative Action Plan.*

XIV. Other Participants in JATC Programs

The JATC is committed to the principles of non-discrimination in all programs and activities of the JATC. The JATC may, consistent with DOL OA and ERISA requirements, engage in certain activities where there are participants other than apprentices or applicants for apprenticeship. Examples may include training programs that are open to Journeyworkers, Employers and their employees involved in apprenticeship, and Pre-Apprenticeship programs. When the JATC directly conducts or oversees any such programs or activities, it will not discriminate on the basis of Protected Characteristics and follow, where applicable, the following provisions of these EEO Policies and Procedures: Sec. F, Non-Discrimination; Sec. H, Harassment; Sec. I, Reasonable Accommodation and Religion; Sec. J, Retaliation; Sec. L, ADA, and Sec. Q(1) Internal Complaint Procedures.

Participants in these programs and activities may or may not be protected under federal or state EEO laws. Nothing in this EEO/AA Plan should be interpreted as waiving any rights of the JATC or creating any enforceable obligations not imposed by law.

XV. Targeted Outreach, Recruitment and Retention

The JATC will undertake action-oriented programs, including targeted outreach, recruitment, and retention activities, designed to correct any problem areas it may identify as a result of the review of its processes and any finding of underutilization of minorities, women, Hispanics or Latinos, and individuals with disabilities, as a result of the analysis.

The JATC makes a good faith effort to increase each year the recruitment, selection, and retention of individuals who are minorities, females, Hispanic or Latino, or individuals with disabilities until its Affirmative Action goals are met. The JATC will engage in the affirmative action activities described in the Affirmative Action Plan (Appendix C).

XVI. Complaint Procedures

A. Internal Complaints

1. All apprentices and applicants for apprenticeship have a right to and are encouraged to report any form of alleged discrimination or harassment that they may encounter in the administration or operation of this apprenticeship program on the basis of race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, disability, or other protected characteristics, or retaliation for protected activity. This includes any complaints of discrimination, harassment, or retaliation by the JATC, its staff or instructors, or other apprentices, whether in class, on-the-job or otherwise; or that occurs on-the-job by contractors, Journeyworkers, or others.
2. JATC instructors and staff are expected to promptly report to the EEO/AA Coordinator any incident that they observe or learn of that may involve discrimination, harassment, or retaliation in violation of this EEO/AA Plan. Instructors should also act promptly to stop and reprimand any discrimination or harassment that they may observe.
3. All apprentices are encouraged to report to the EEO/AA Coordinator any incident that they observe or learn of that may involve discrimination, harassment, or retaliation of fellow apprentices in violation of this EEO/AA Plan, whether occurring during related instruction or on-the-job.
4. All applicants for apprenticeship and all apprentices will be provided with written note of their right to file a discrimination complaint and the procedures for doing so. Apprentices are not required to use this internal complaint procedure before filing a formal complaint with outside agencies, and filing an internal complaint does not limit an apprentice's rights to use other complaint procedures.
5. All complaints regarding discrimination or harassment should be submitted to the EEO/AA Coordinator or an individual designated by the EEO/AA Coordinator or the Training Director. Complaints may be made in writing or orally, and anonymous complaints will be accepted. A complaint of harassment may be made by someone who is not the target of harassment. Complaints should be filed as soon as possible after the alleged discrimination in order to allow prompt investigation. Complaints that are made more than 180 days after the date of the alleged discrimination may be accepted for good cause.
6. Complaints of discrimination, harassment, or retaliation will be fully investigated. Complaints and

information obtained in the course of an investigation will be treated as confidential to the extent consistent with the JATC's obligations under this EEO/AA Plan. The investigation process may vary based upon the nature of the complaint. For example, when alleged harassment occurs on the job, the JATC will typically notify the Employer, which will typically have the right and duty to investigate and take appropriate action. Employers are expected to notify the JATC when an incident on the job involves apprentices.

7. Any JATC employee or apprentice found to have committed an act of discrimination, harassment, or retaliation will be immediately disciplined. The nature of the discipline imposed will depend on the nature and severity of the misconduct and other factors, up to termination of employment or termination of apprentices from the program.

B. External Complaints

Any apprentice or applicant for apprenticeship who believes that he or she has been or is being discriminated against on the basis of race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, or disability, with regard to apprenticeship, or who believes he or she has been retaliated against, may, personally or through an authorized representative, file a written complaint with the DOE, EEOC, state or local fair employment practices agency, and/or the state apprenticeship bureau. The JATC has posted and distributed the DOE Notice describing "Your Right to Equal Opportunity" and included this notice on its website. A copy is attached as Exhibit A. The details of other rights are included in the Standards and the Rules and Policies.

XVII. Invitation to Self-Identify

The JATC is required under federal regulations to analyze its recruitment, selection, and retention as part of its Affirmative Action Plan (See Appendix C). To assist in this process the JATC will invite applicants and apprentices to voluntarily self-identify their gender, race, ethnicity, and disability using the form set out in Appendix D. This will be done at the time and manner permitted by 29 C.F.R. Part 30. The JATC will not compel or coerce any individual to self-identify. All information on self-identification will be kept confidential and used only for statistical analysis and reporting under the EEO/AA Plan. The JATC may also inquire whether an individual who discloses a disability requires any reasonable accommodations to participate in the apprenticeship program.

The JATC invites applicants and apprentices with disabilities to self-identify by using the appropriate forms as follows:

- When an applicant applies or is considered for apprenticeship, the JATC will provide the applicant with a voluntary form at the same time that it invites the applicant to self-identify with respect to other characteristics.
- At any time after acceptance into the apprenticeship program, but before the individual begins the program, the JATC will provide a copy of the form to each new apprentice.
- The JATC will annually notify all apprentices of their ability to voluntarily self-identify as a person with a disability.
- The JATC will post a copy of the "Voluntary Self-Identification of Disability" form on its intranet in the event an apprentice's status changes and the apprentice would like to self-identify.

The JATC will also note in its records that an apprentice is an individual with a disability when: (i) the disability is obvious; or (ii) when an applicant or apprentice requests accommodation for a physical or mental impairment that meets the definition of a disability under the ADA. Unless the JATC receives

information from an apprentice that a disability has ended, the JATC will continue to include in its records that the person has a disability.

XVIII. Recordkeeping

As part of its EEO/AA obligations the JATC must collect and maintain records, including but not limited to records relating to:

- Selection for apprenticeship, including applications, tests and test results, interview notes, bases for selection or rejection, and any other records required to be maintained under the Uniform Requirements on Employee Selection Procedures (“UGESP”); requirements of Section 30.3, Equal Opportunity Standards;
- The invitation to self-identify as an individual with a disability;
- Information relative to the operation of the apprenticeship program, including but not limited to job assignments in all components of the occupation, promotion, demotion, transfer, layoff, termination, rates of pay, other forms of compensation, conditions of work, hours of work, hours of training provided;
- Any other records relevant to EEO complaints filed with the Registration Agency or with other enforcement agencies;
- Requests for reasonable accommodation; and
- Any other records pertinent to a determination of compliance with 29 C.F.R. Part 30, including those required by 29 C.F.R. §§ 30.5, 30.6, 30.7, 30.8, 30.9, and 30.11.

DOL regulations require that for any record the JATC maintains pursuant to this part, the JATC must be able to identify the race, sex, ethnicity (Hispanic or Latino/non-Hispanic or Latino) and, when known, disability status of each apprentice, and where possible, the race, sex, ethnicity, and disability status of each applicant to apprenticeship, and to supply this information upon request to the Registration Agency. Although DOL prefers voluntary self-identification as the method of collecting information regarding race, gender, ethnicity, and disability, DOL permits other methods to be used, including information provided in post-selection, employment records, or visual observation, if there is a factual basis (such as visual observation of gender or obvious physical disabilities; requests for accommodations; or complaints or comments by the applicant or apprentice disclosing race, gender, ethnicity or disability). The JATC will not guess or assume the gender, race, ethnicity, or disability of an applicant or apprentice.

All required records shall be maintained in accordance with law. The JATC will permit access to the Registration Agency during normal business hours to its places of business for the purpose of conducting EEO compliance reviews and complaint investigations and inspecting, copying such books, accounts, and records, including electronic records, and any other material the Registration Agency deems relevant to the matter under investigation and pertinent to compliance.

XIX. Internal Review of Program Processes and Effectiveness

As required by 29 C.F.R. Part 30, the JATC engages in an annual review to ensure that it is operating the apprenticeship program free from discrimination based on race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, and disability. This review is a careful, thorough, and systematic review of all aspects of the apprenticeship program at the program industry and occupation level, including, but not limited to: Qualifications for apprenticeship; Application and selection procedures; wages; outreach and recruitment activities; advancement opportunities; promotions; work assignments; job

performance; rotations among all work processes of the occupation; disciplinary actions; handling of requests for reasonable accommodations; the program's accessibility to individuals with disabilities, including access to the use of information; and communication technologies.

Following this review, the JATC will include a description of its review as part of the Affirmative Action Plan in Appendix C. The updated report should be part of the AAP.